

# **WORKPLACE BIG FIVE PROFILE™ CERTIFICATION PROGRAM**

Supported by Workforce Singapore

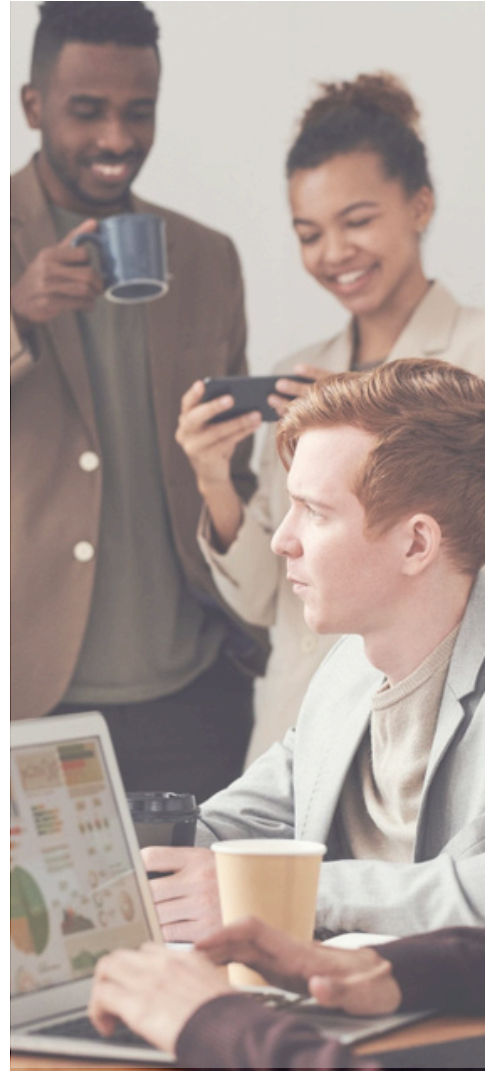
# Why WorkPlace Big Five Profile™?

Personality insights impact your company's efficiency, engagement and bottom-line performance.

For over 40 years, Paradigm Personality Labs (PPL) has delivered a science-backed, personality assessment that's easy to understand—for your own personality and those you work with daily.

Known as the WorkPlace Big Five, it is a 15-minute assessment based on the Five-Factor Model of Personality. Coupled with easy-to-implement solutions, it allows you to deliver results across team performance, employee engagement and leadership development.

**Too many of today's human resource initiatives take a one-size-fits-all approach with their workforce, leaving many employees feeling misplaced and under-utilized. We believe in providing simple ways to understand complex human behaviors and preferences.**



# WORKPLACE BIG FIVE PROFILE™ - The Five-Factor Model



## **Reliable**

Extremely reliable compared to available personality inventories

## **Acceptable**

Well accepted by those tested

## **Respected**

Currently the most widely respected personality model in the personality research community

## **Compatible**

Serves as a road map for major theories of personality

## **Valid**

Established predictive validity across a variety of jobs

## **Uncomplicated**

No theory to understand - a clear vocabulary of individual similarities and differences

# WORKPLACE BIG FIVE PROFILE™ - The Five Supertraits



The **Five Supertraits** of the Workplace Big Five Profile™ are:

## **Need for Stability**

Explains how people at work respond to and handle stressful situations, a critical aspect of today's successful work environment.

## **Extraversion**

Defines how people at work tolerate and deal with sensory stimulation or lack of it, from both people and situations.

## **Originality**

Illustrates how open and accepting people at work are to new experiences, ideas, and change.

## **Accommodation**

Measures how easily or uneasily people defer to others at work – how much they focus on others versus themselves.

## **Consolidation**

Explains the degree to which people at work focus on their job, goal accomplishment and needs for achievement or success.

# WORKPLACE BIG FIVE PROFILE™ - The Five Supertraits



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

## Need for Stability

Worry  
Intensity  
Interpretation  
Rebound Time

## Extraversion

Warmth  
Sociability  
Activity Mode  
Taking Charge  
Trust of Others  
Tact

## Originality

Imagination  
Complexity  
Change

## Accomodation

Other's Needs  
Agreement  
Humility  
Reserve

## Consolidation

Perfectionism  
Organization  
Drive  
Concentration  
Methodicalness  
Scope



# WORKPLACE BIG FIVE PROFILE™ Certification Program



Human behavior is  
**complex**

That's one of the  
reasons people are so  
**interesting**

# WORKPLACE BIG FIVE PROFILE™

## Certification Program



The WorkPlace Big Five Profile™ reveals an individual's **5 personality supertraits** and **23 subtraits**. These traits simply and clearly explain work-related behaviors found in one's communication styles and approaches to work, as well as preferences and energy for specific roles and tasks. The assessment contains 93 online questions that can be easily completed in 15

minutes. From the detailed and comprehensive reports generated, participants will be able to better understand their traits and behaviors at work with the guidance of a certified consultant. They will also gain insights on their natural energy (or potentials) for specific competencies. The reports can be applied in various human resource initiatives such as career development, job profiling

and selection, leadership development, team building, employee engagement and organization development (OD) interventions. More than 5,000 organizations, consulting firms and nonprofits around the world have used the WorkPlace Big Five Profile™ for its precision and insights into individual behaviors.

# WORKPLACE BIG FIVE PROFILE™ Certification Program



## Program Format

The 2-day face-to-face workshop will be highly interactive and experiential to fully engage participants. Activities, videos, case studies and role play will be used for optimal learning results.

Participants will be given access to an award-winning e-learning platform to support the development of their knowledge and skills outside the workshop.

Upon passing a test at the end of the workshop, participants will join an elite group of certified WorkPlace Big Five Profile™ practitioners who are using the Big Five for human resource optimization and workforce development, so as to lead their organizations confidently into the future.



# WORKPLACE BIG FIVE PROFILE™

## Certification Program

### Program Content

- Understand 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
- Review of the Five-Factor Model of Personality relative to its validity, reliability, coefficient alpha, correlation, and social desirability
- Interpret and understand the WorkPlace Big Five Profile™ results (i.e. personality and competencies) to leverage on strengths and create workarounds for weaknesses at the workplace
- Learn about the Paradigm People Development (PPD) Model, and the options available for achieving and sustaining optimal performance
- Apply and relate the Big Five to career development, job profiling and selection, leadership development etc. through case studies
- Administration of the WorkPlace Big Five Profile™, including coaching application tools, scoring procedures, assessment interpretation, and individual feedback session
- The Paradigm Personality Labs Code of Ethics



# A Range of Reports at Your Fingertips

## **WorkPlace Big Five Profile™ Trait Report**

The report identifies each individual's 5 supertraits and 23 subtraits to reveal insights that lead to aha! moments across behaviors and strengths.

## **WorkPlace Big Five Profile™ Leader Report**

Today's leader needs to be strong at both the science and art of business. The science of driving effectiveness, performance, and bottom-line results; the art of championing the potential in people and creating a culture where everyone feels a sense of belonging. The Leadership Report supports leaders in learning more about themselves and developing approaches that align with their individual leadership styles under the Big Five.

## **WorkPlace Big Five Profile™ Competency Report**

Competency is so much more than being able to do a job well. It's about helping employees leverage their personality and natural energy to help them thrive. This report shows you how to set people up for success.

## **WorkPlace Big Five Profile™ Group Insights & Collaborative Insights Series Reports**

These reports provide a graphical narrative of employee scores on the 5 WorkPlace supertraits and 23 subtraits. It will help you to understand the cultural factors, like collaboration, communication, and performance, that builds cohesion among your employees.



# WORKPLACE BIG FIVE PROFILE™

## Certification Program

Brought to you by

**WORKPLACE ASIA**  
TALENT OPTIMIZATION SPECIALISTS

**Paradigm Personality Labs**

Supported by

**wsg** Workforce Singapore

### Unlock Success in the Workplace

The WorkPlace Big Five Profile™ Certification Program offers you a comprehensive way to acquire the knowledge, skills and resources to apply the WorkPlace Big Five Profile™ and harness the unique strengths, motivations and personality traits of individuals.

The 2-day program is supported by Workforce Singapore (WSG) to promote continuing professional development. Seats are limited, so register your interest now to avoid disappointment!

#### Dates of Upcoming Runs:

- 3 & 4 July 2025
- 20 & 21 November 2025
- 29 & 30 Jan 2026

**Time: 9am to 6pm**

**Venue: Holiday Inn Singapore Orchard City Centre or equivalent**  
(Lunch and 2 Tea-Breaks will be provided)

#### Price after WSG funding

**For Singaporeans and SPRs: \$1,817**

**For WSG Career Development Framework (CDF) Credential Holders: \$1,453**

Usual fee: \$2,620 before WSG funding

**\*WSG CDF credential holders will be given priority enrolment for the program.**

NTUC members are eligible for course fee support under the Union Training Assistance Programme (UTAP).

This program is eligible for SkillsFuture Credit use.

Register your interest here



<https://forms.gle/s7oUiPrsKmeXmVHZ9>

# F A Q

## **My organization needs a revamp. Will this program help us?**

Definitely! The Big Five, or Five-Factor Model of Personality is the gold standard in psychological research. The WorkPlace Big Five Profile™ builds on this research with in depth assessments and reports that provide a nuanced look into personality traits in the context of the workplace. Organizations that use the Five-Factor Model are at the head of the pack in organizational development and as a result, have more engaged and more productive workforces.

## **I'm familiar with the Big Five Model of Personality, but I don't think I am an "expert" yet. Will this program make me a subject-matter expert or just cover things I already know?**

The Certification Program covers basic and in depth WorkPlace Big Five Profile™ applications to help career practitioners, coaches, managers, professionals and consultants solve problems in various aspects of human resource optimisation and organizational development. You do not have to be a subject-matter expert when you take the course, but you will be well on your way to being one when you complete it.

# F A Q

## **How do I register and pay?**

You can register for the program [here](#). As this is a WSG funded run, priority will be given to WSG Career Development Framework Credential (CDF) holders for registration. We will confirm your registration, and send you the invoice and payment details via email.

## **Is the Big Five or Five-Factor Model really that reliable?**

Of course! The Big Five is the most trusted, reliable and accepted form of personality measurement. The WorkPlace Big Five Profile™ is one of the most psychometrically robust tools on the market with an average coefficient alpha of .83. More than 5,000 innovative and strategic organizations, consulting firms, and nonprofits have used the WorkPlace Big Five Profile™ for its precision and insights into individual behaviors.

## **I am already certified in several other assessments and would like to add a Big Five assessment to my toolkit. Is this program for me?**

Yes. There are many tools out there. Getting certified in the WorkPlace Big Five Profile™ allows you to offer your organization or your clients one of the most sophisticated, yet easily applied, assessments available today. Our certified consultants consistently tell us that the WorkPlace Big Five Profile™ assessments have opened opportunities for them.



# PROTECT YOUR RIGHTS

Workplace Asia and Paradigm Personality Labs are committed to scientifically rigorous and genuine psychometric aids.

## JOIN THE GENUINE.

Beware of non bona fide training houses offering Workplace Big Five certifications for adapted tools.

## GET IN TOUCH

Website



LinkedIn



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