

NEW WORKPLACE BIG FIVE PROFILE™ DEBRIEF PRESENTATION NOTES

The PowerPoint is organized into sections as follows and includes detailed notes for each slide. Please take a few minutes to review this document so that you get the most benefit from this presentation.

1. Introduction: slides 1-11

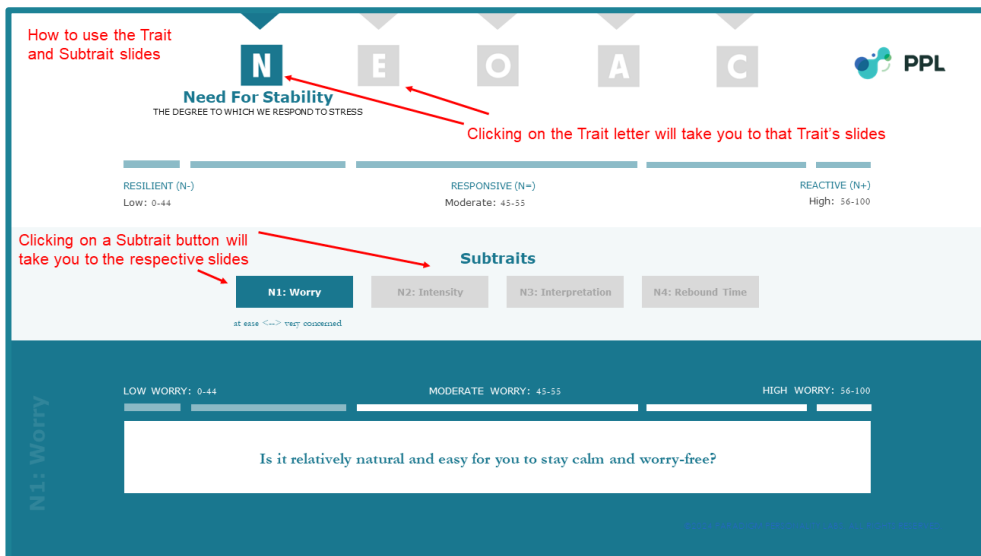
2. Supertraits and Subtraits: slides 12 – 91

Before you say it— Yes! It is a lot of slides. But for good reason: the purpose is for this deck to act as a mini app that allows the facilitator to bounce around the traits fluidly during a presentation. **Please note that the hot buttons will not activate until you are in presentation mode.** We are enjoying the flexibility it offers when we work with groups. We hope you do as well.

Slide 15 (see below) is a “how to use this slide deck” hidden slide that shows you how to go through the next slides. The slides use hot buttons to provide more flexibility in the debrief presentation.

The main features are:

- Hot buttons on each of the 5 Supertraits at the top of the slide so that you can move from Supertrait to Supertrait.
- Hot buttons for each of the domain Subtraits allow you to explore the low, medium, and high range of the Subtrait using prompts; the prompts are initiated by clicking in the bottom portion of the slide; in this case it is **teal blue**.
- Hot buttons allow the facilitator to explore key Subtraits for the audience with ease; for example, moving from the Consolidation slide to O1: Imagination.
- Another hot button is placed on the Paradigm logo in the top right-hand corner of the slide. This allows the facilitator to jump to the end of the trait section as needed.



The screenshot shows a presentation slide titled "How to use the Trait and Subtrait slides" with the PPL logo in the top right corner. At the top, five large letters represent the Supertraits: N (Need For Stability), E (Emotion), O (Openness), A (Agreeableness), and C (Conscientiousness). Below these, the "Need For Stability" section is expanded, showing three subtrait ranges: RESILIENT (N-) Low: 0-44, RESPONSIVE (N-) Moderate: 45-55, and REACTIVE (N+) High: 56-100. Below the ranges, four subtrait buttons are shown: N1: Worry, N2: Intensity, N3: Interpretation, and N4: Rebound Time. At the bottom, a large teal box contains the question: "Is it relatively natural and easy for you to stay calm and worry-free?". Red arrows point from the text "Clicking on the Trait letter will take you to that Trait's slides" to the N, E, O, A, and C letters, and from "Clicking on a Subtrait button will take you to the respective slides" to the N1: Worry button.

3. Trait Energy: slides 92-125

This is a build-out of the concept of Trait Energy. It really resonates with people, so we have expanded it and brought in some of Brian Little's teachings on free traits.