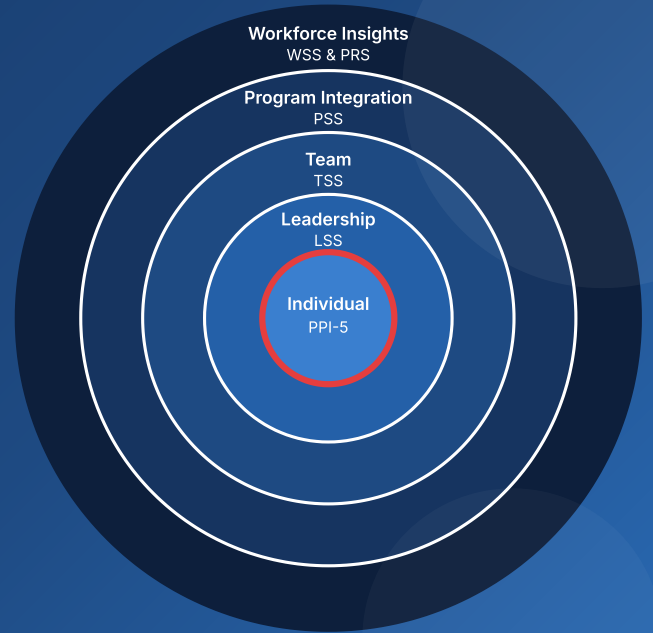


PPI-5 — PSYOPUS PERSONALITY INVENTORY

# Know Your People. Build Better Teams.

A concise, evidence-based personality assessment that reveals the traits shaping individual behaviour, decision-making, and interpersonal dynamics in your organisation.



Every team is a collection of personalities. How people think, communicate, respond under pressure, and relate to one another flows directly from stable traits that are present long before a team forms. **The PsyOpus Personality Inventory (PPI-5)** gives leaders and practitioners a clear, structured window into those traits — not to label people, but to unlock the insight needed to lead them well.

Built around the globally validated five-factor model of personality, the PPI-5 measures the five core dimensions that consistently predict workplace behaviour, career performance, and interpersonal compatibility. The assessment is short, engaging, and designed for a professional context — giving you actionable data in minutes, not hours.

Understanding personality is not about putting people in boxes. It is about recognising why someone thrives in autonomous, creative roles while another excels in structured, detail-focused work. It is about understanding why a team conversation feels effortless with one colleague and strained with another — and knowing what to do about it. The PPI-5 makes the invisible visible, giving leaders the language to have better conversations and make smarter decisions about role design, team composition, and development pathways.

## THE FIVE PERSONALITY DIMENSIONS

**Openness**

Curiosity, creativity, imagination

**Conscientiousness**

Discipline, reliability, organisation

**Extraversion**

Sociability, energy, assertiveness

**Agreeableness**

Warmth, cooperation, empathy

**Neuroticism**

Emotional reactivity, stress sensitivity

**5 Dimensions**

Grounded in global research

### WHY THE PPI-5

- Grounded in 60+ years of personality science
- Individual report with practical development insights
- Personality type at a glance
- Fast to complete — under 10 minutes
- Informs role fit, team composition, and coaching
- Accessible language — no psychometric jargon

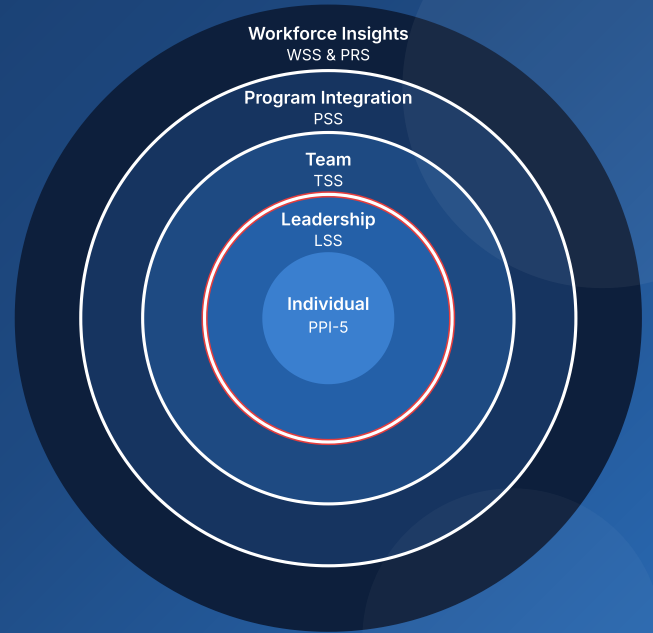
### ROLE IN THE 5 STACK SOLUTION

The PPI-5 sits at the foundation of the 5 Stack because every layer of team and organisational health ultimately rests on the individuals within it. Personality data from the PPI-5 contextualises findings from every other instrument in the stack — helping practitioners interpret leadership style, team dynamics, and workplace climate through the lens of who your people actually are.

LSS-2 — LEADERSHIP SYNERGY SCALE, SECOND EDITION

# Great Leaders Know How They Land.

A multi-rater leadership assessment that closes the gap between how leaders see themselves and how their teams experience their leadership — the single most powerful lever for genuine leadership growth.



Leadership impact is not what a leader intends — it is what the team actually experiences. The gap between those two realities is where performance suffers, trust erodes, and talent leaves. **The Leadership Synergy Scale — Second Edition (LSS-2)** makes that gap visible, measurable, and actionable by combining leader self-assessment with direct team feedback across ten evidence-based constructs.

The LSS-2 generates a **Leadership Performance Index (LPI)** — a single composite score reflecting the team's experience of their leader's effectiveness — and a **Leadership Synergy Index (LSI)** measuring the level of agreement within the team about that experience. High agreement means leaders receive a consistent signal. Low agreement may reveal that leadership impact varies significantly across team members — an insight no self-assessment can surface alone.

The true power of the LSS-2 is its attunement analysis. When leaders complete the same survey about themselves and team members rate the same behaviours independently, the resulting comparison reveals blind spots, strengths, and the specific leadership behaviours most in need of development. Leaders who use this data don't guess at their development priorities — they know exactly where to focus.

## FOUR DOMAINS — TEN LEADERSHIP INDICATORS

Character      Relational      Strategic      Adaptive

Integrity & Authenticity	Emotional Intelligence	Resilience Under Pressure
Psychological Safety Creation	Coaching & Development	Servant Leadership
Visionary Leadership	Decision Quality	Adaptive Leadership
Intellectual Stimulation		

### WHY THE LSS-2

- Self + team 360° assessment in a single platform
- Leadership Performance & Synergy indices
- Individual PDF report for coaching conversations
- Attunement score reveals leader blind spots
- Indicators span character, relational, and strategic domains
- Repeat-wave tracking shows leadership development over time

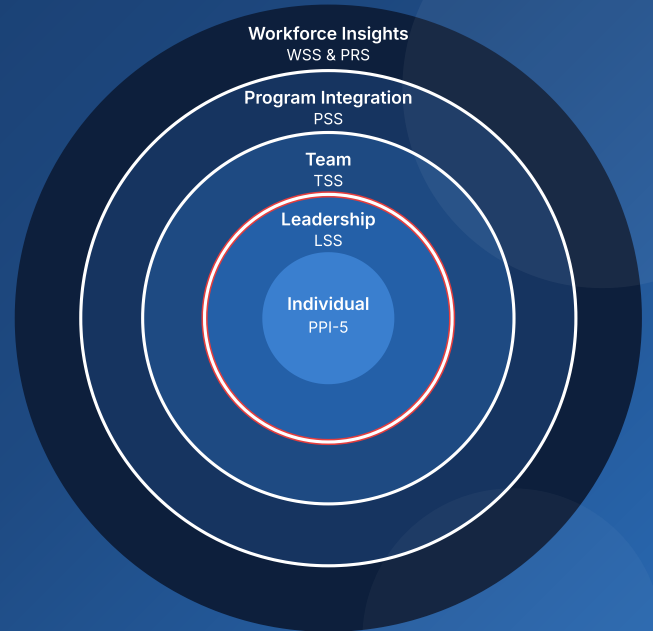
### ROLE IN THE 5 STACK SOLUTION

At Level 02, the LSS-2 bridges the individual (PPI-5) and the team (TSS). Leaders whose behaviour is well understood and purposefully developed create the conditions for team alignment, psychological safety, and high performance. The LSS-2 ensures that the human being leading the team is never the overlooked variable in your organisational improvement strategy.

LSS-3 — LEADERSHIP SYNERGY SCALE, THIRD EDITION

# Your Team's View of Leadership.

The team-perspective edition of the Leadership Synergy Scale — delivering comprehensive, multi-rater leadership intelligence without requiring leader participation, ideal for benchmarking, programme evaluation, and sensitive assessment contexts.



Sometimes the most important question is simply: *how does this team experience their leader?* The LSS-3 answers that question with rigour and nuance. Built on the same ten evidence-based constructs as the LSS-2, the Third Edition focuses entirely on the team's collective experience of leadership — making it the ideal instrument when self-assessment is impractical, when confidentiality requirements prevent a full 360°, or when an organisation simply wants a clean read of perceived leadership effectiveness.

The LSS-3 generates a **Leadership Performance Index (LPI)** — a composite score reflecting the team's collective rating of their leader's effectiveness across all ten constructs — and a **Leadership Synergy Index (LSI)** measuring how much agreement exists within the team. High synergy signals that the team shares a consistent experience of their leader; low synergy reveals that leadership impact is experienced very differently across team members, a finding with significant implications for inclusion and equity.

For programme evaluators, L&D teams, and organisational consultants, the LSS-3 is a powerful benchmarking tool. Administered across multiple leaders or at multiple time points, it produces comparable, quantifiable leadership effectiveness data that supports evidence-based talent decisions — not gut feeling.

## FOUR DOMAINS — TEN LEADERSHIP INDICATORS

Character      Relational      Strategic      Adaptive

Integrity & Authenticity	Emotional Intelligence	Resilience Under Pressure
Psychological Safety Creation	Coaching & Development	Servant Leadership
Visionary Leadership	Decision Quality	Adaptive Leadership
Intellectual Stimulation		

### WHY THE LSS-3

- Team-only — no leader self-assessment required
- Consistent constructs with LSS-2 for programme-level comparison
- Supports repeat-wave evaluation of leadership interventions
- Ideal for sensitive or anonymous assessment contexts
- LPI and LSI indices enable benchmarking across leaders
- Team PDF report supports group debrief and action planning

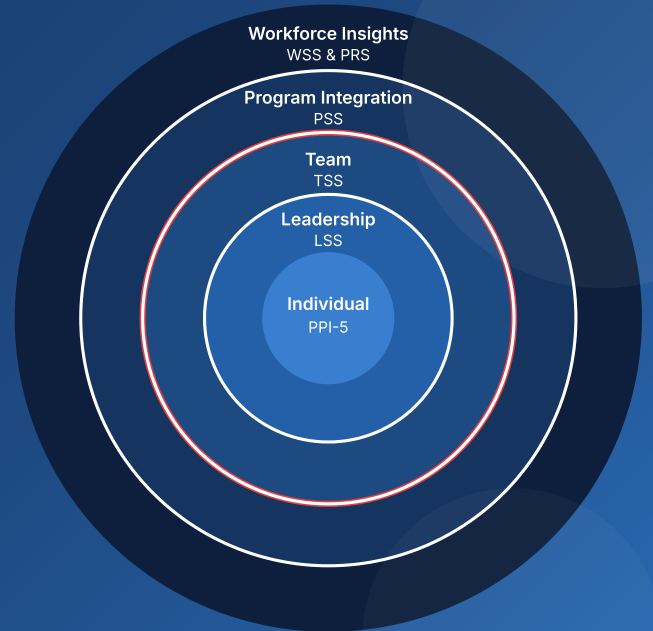
### LSS-2 VS LSS-3 — CHOOSING THE RIGHT TOOL

Use the **LSS-2** when the leader is actively engaged in their own development and ready to receive feedback alongside their team's perspective — the attunement analysis is its most powerful feature. Use the **LSS-3** when the focus is on the team's experience of leadership, when a full 360° is not appropriate, or when benchmarking leadership effectiveness across multiple leaders or time points.

TSS DIAGNOSTIC — TEAM SYNERGY SCALE

# Understand Your Team at Every Level.

A comprehensive 15-construct team health diagnostic that measures the full climate of a team — from foundational structure through relational cohesion to transformational performance — and tracks change over time.



Teams don't underperform for one reason — they underperform for many reasons, often invisible to the leaders trying to fix them. The **Team Synergy Scale (TSS) Diagnostic** is the most thorough team health instrument in the PsyOpus suite, measuring 15 critical constructs spanning the full arc of what it takes for a team to function at its best — structured enough to catch foundational problems, relational enough to surface interpersonal dynamics, and forward-looking enough to assess a team's capacity for innovation and growth.

Every team has a climate — a shared psychological environment shaped by clarity, trust, psychological safety, and collective energy. The TSS makes that climate measurable. The instrument generates a **Team Performance Index (TPI)** and a **Team Synergy Index (TSI)**: two composite scores that tell you not just how the team is performing but how much agreement exists among team members about that experience. A high-performing team with low synergy is a team heading for trouble. A team with high synergy and moderate performance has the foundations to grow rapidly with the right intervention.

Critically, the TSS Diagnostic includes a unique **Team Mood Circumplex** — mapping the collective emotional state of the team across four quadrants: Enthusiastic, Calm, Despondent, and Anxious. Team mood is one of the most powerful leading indicators of future performance, and it is rarely measured in traditional engagement surveys.

### THREE DOMAINS — FIFTEEN TEAM PERFORMANCE INDICATORS

Foundational      Relational      Transformational

Goal Clarity	Role Clarity	Task Clarity
Process Clarity	Team Loafing	Frustration State
Interpersonal Conflict	Trust	Team Resilience
Team Efficacy	Team Mood	Participation Safety
Team Influence	Innovation Support	Flow State

#### WHY THE TSS DIAGNOSTIC

- 15 constructs across 3 domains — most comprehensive team diagnostic available
- TPI + TSI composite indices for clear benchmarking
- PDF reports with narrative-driven insights
- Team Mood Circumplex — a leading performance indicator rarely measured
- Multi-wave design tracks real change over time
- Suitable for teams of any size, sector, or maturity

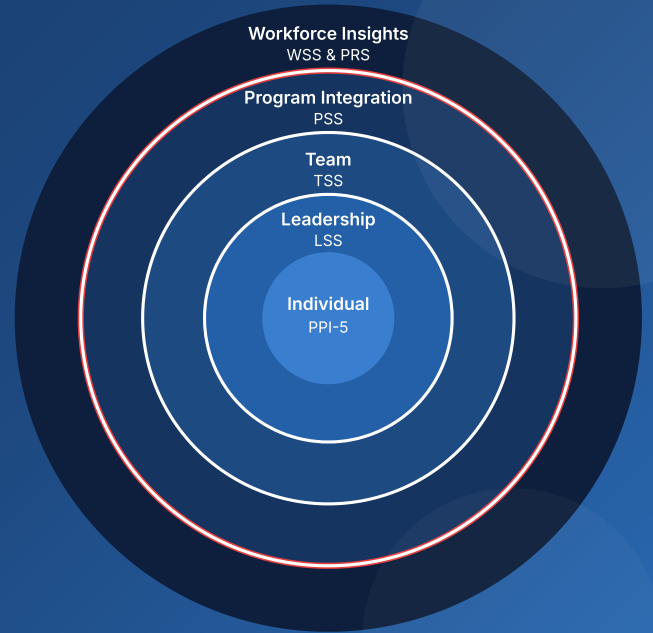
#### ROLE IN THE 5 STACK SOLUTION

The TSS sits at the heart of the 5 Stack because teams are the fundamental unit of organisational performance. It translates the insights from personality (PPI-5) and leadership (LSS-2/3) into a measurable picture of team health, and sets the context for understanding cross-team coordination (PSS) and workplace systems (WSS/PRS).

PSS — PROGRAM SYNERGY SCALE

# When Teams Must Work Together.

The only purpose-built instrument for measuring how well teams within a programme or network coordinate with one another — mapping information flow, inter-team trust, and goal alignment across your entire system.



Modern organisations rarely succeed through isolated teams. Programmes, projects, and operational networks depend on multiple teams working in concert — sharing information, aligning goals, and trusting one another's competence and intentions. When that cross-team coordination breaks down, even the highest-performing individual teams fail to deliver. **The Program Synergy Scale (PSS)** is the first instrument in the PsyOpus suite designed specifically to measure that coordination — not within a team, but between teams.

The PSS uses a unique sociometric network design. Each team rates its relationship with every other team in the programme or network across six constructs: coordination effectiveness, inter-team trust (both competence and care dimensions), information flow, goal alignment, and psychological safety between teams. The result is not just a set of scores — it is a relational map of your programme, showing which team-to-team relationships are strong anchors of coordination and which are the hidden bottlenecks dragging performance down.

The PSS generates a **Program Coordination Index (PCI)** — a composite measure of overall coordination health across the network — and a **Dyadic Coordination Score** for each team-to-team relationship. Practitioners can immediately identify which dyads need attention, what the nature of the breakdown is (is it a trust problem? an information problem? a goal alignment problem?), and where to focus their coordination improvement efforts.

### SIX CROSS-TEAM COORDINATION INDICATORS

Coordination Effectiveness	Inter-team Trust — Competence	Inter-team Trust — Care
Information Flow	Goal Alignment	Inter-team Psychological Safety

### WHY THE PSS

- First-of-its-kind inter-team coordination measurement
- Sociometric network map visualises your programme's relational health
- PCI composite + dyadic scores pinpoint coordination breakdowns
- Trust measured on both competence and benevolence dimensions
- Scalable — works for small projects or large multi-team programmes
- Online report with network visualisation and narrative insights

### ROLE IN THE 5 STACK SOLUTION

The PSS operates one level above the individual team — it measures the system in which teams are embedded. Organisations that have optimised individual teams (TSS) and leadership (LSS) but still underperform often discover that the missing piece is cross-team coordination. The PSS is the diagnostic that finds it. It is the Level 04 bridge between team health and organisational performance.

WSS — WORKPLACE SYNERGY SCALE

# The Workplace People Want to Stay In.

A ten-construct workplace climate survey that measures the conditions driving performance, wellbeing, and retention at the organisational level — giving leaders the data to build environments where people genuinely thrive.



Engagement surveys tell you how people feel. The **Workplace Synergy Scale (WSS)** tells you why — and what to do about it. By measuring the structural, relational, growth, and adaptive conditions of your workplace climate, the WSS identifies the specific environmental drivers that are enabling or obstructing performance, wellbeing, and the retention of your best people.

People don't leave organisations. They leave climates. When goal clarity is absent, when autonomy is restricted, when psychological safety is low, or when learning and innovation are not encouraged, capable people disengage quietly before they leave loudly. The WSS makes these climate conditions visible before they become attrition statistics.

The WSS generates a **Workplace Performance Index (WPI)**, a **Workplace Synergy Index (WSI)**, and a **Workplace Performance Rating (WPR)** — giving practitioners a complete picture of both the climate itself and how much consistency exists in how employees experience that climate. Domain-level and construct-level scores pinpoint exactly which aspects of the work environment are your organisation's greatest strengths and where investment is most needed.

## FOUR DOMAINS — TEN WORKPLACE INDICATORS

Structural    Relational    Growth    Adaptive

Goal Clarity	Role Clarity	Resource Adequacy
Transformational Leadership	Psychological Safety	Trust
Teamwork & Collaboration	Autonomy	Learning & Innovation
Adaptability & Resilience		

### WHY THE WSS

- Organisation-level climate measurement across 10 constructs
- Identifies structural and relational drivers of disengagement
- PDF reports with narrative-driven insights
- WPI, WSI, and WPR composite indices for clear benchmarking
- Supports evidence-based retention and culture strategies
- Multi-wave design tracks cultural change over time

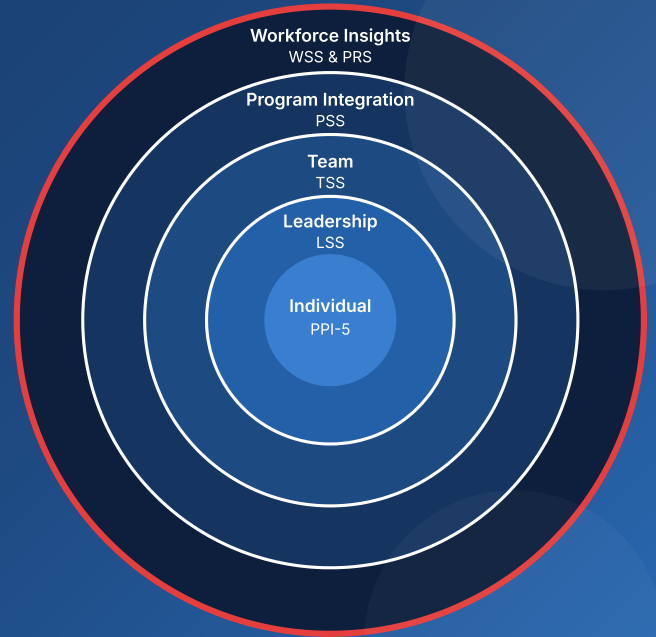
### ROLE IN THE 5 STACK SOLUTION

At Level 05, the WSS zooms out from individual teams and programmes to measure the overall organisational climate in which all work happens. Where the TSS asks "how is this team performing?", the WSS asks "what kind of workplace have we built?" Together with the PRS, it completes the picture of an organisation's capacity to sustain high performance over time.

PRS — PSYCHOSOCIAL RISK SCALE

# See the Risks Before They Escalate.

A comprehensive psychosocial risk assessment that measures the workplace factors known to cause psychological harm — giving organisations the evidence to meet their duty of care and create genuinely safe working environments.



Psychosocial hazards are the leading cause of workplace psychological injury claims in Australia and globally. They are also, overwhelmingly, invisible until serious harm has already occurred. **The Psychosocial Risk Scale (PRS)** changes that. By measuring the full spectrum of psychosocial risk factors across four domains — work design, organisational factors, work environment, and workplace relationships — the PRS gives organisations early, actionable evidence about where psychological harm is most likely to emerge.

Regulatory obligations around psychosocial risk are tightening across every Australian jurisdiction. Work health and safety legislation now places a positive duty on employers to identify, assess, and control psychosocial hazards — not simply respond after harm occurs. The PRS is the evidence-gathering instrument that enables organisations to demonstrate that duty of care with quantifiable, construct-level data.

The PRS generates a **Psychosocial Risk Index (PRI)** — a composite score reflecting overall psychosocial risk across the organisation — alongside scores for each of the twelve specific risk constructs. Crucially, the PRS includes constructs covering emerging and often under-reported risk factors such as remote and isolated work, violence and aggression, harassment, and bullying — areas where many organisations have blind spots that carry significant legal, financial, and human cost.

## FOUR DOMAINS — TWELVE PSYCHOSOCIAL RISK INDICATORS

Work Design	Organisational Factors	Work Environment	Workplace Relationships
Job Demands	Job Control	Support	
Role Clarity	Change Management	Reward & Recognition	
Organisational Justice	Traumatic Events	Remote & Isolated Work	
Violence & Aggression	Harassment	Workplace Relationships	

### WHY THE PRS

- Aligned with Australian WHS psychosocial hazard regulations
- Covers emerging risks: harassment, bullying, remote work
- Identifies highest-risk domains for targeted intervention
- PRI composite index plus 12 construct-level scores
- Supports evidence of duty-of-care compliance
- PDF reports with actionable narrative insights

### ROLE IN THE 5 STACK SOLUTION

The PRS sits alongside the WSS at Level 05 — the organisational layer of the 5 Stack. While the WSS measures the positive conditions that drive performance and retention, the PRS identifies the risk factors that undermine psychological safety and wellbeing. Together, they give a complete picture of the organisational environment: what is working well, and what could cause harm. No high-performance strategy is complete without both.