



BASIC REPORT

Sample John

24 Juin 2011

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PERSONALITY TRAITS

SCALES	RAW SCORE	PERCENTILES												
		0	10	20	30	40	50	60	70	80	90	100		
1. Dominance	19				*									
2. Responsibility	17	*												
3. Emotional Stability	12	*												
4. Sociability	20									*				
5. Cautiousness	14		*											
6. Original Thinking	17	*												
7. Personal Relations	13	*												
8. Vigour	14	*												
		Low			Average				High					

INTERPERSONAL VALUES

SCALES	RAW SCORE	PERCENTILES												
		0	10	20	30	40	50	60	70	80	90	100		
9. Support	14						*							
10. Conformity	8					*								
11. Recognition	14									*				
12. Independence	11				*									
13. Benevolence	14						*							
14. Power	11				*									
		Low			Average				High					

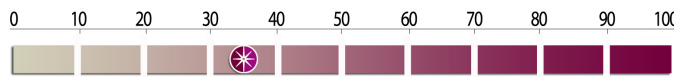
PERSONAL VALUES

SCALES	RAW SCORE	PERCENTILES												
		0	10	20	30	40	50	60	70	80	90	100		
15. Materialism	9				*									
16. Achievement	14				*									
17. Variety	13						*							
18. Conviction	11					*								
19. Orderliness	15								*					
20. Goal Orientation	13				*									
		Low			Average				High					

PERSONALITY TRAITS

1. Dominance

These individuals prefer to listen rather than talk; they will tend to be guided by other peoples' views and suggestions without needing their own views to be accepted.

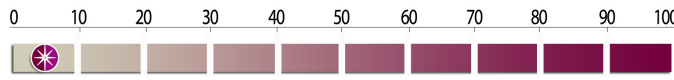


Candidate Percentile: 40

These individuals adopt an active role in a group, seeking to persuade others and take control of agendas.

2. Responsibility

These individuals tend to give up jobs when faced with obstacles or ignore those in which they have no interest, but they may be flexible in reacting to a varied, fast moving environment or to jobs with which they are engaged.

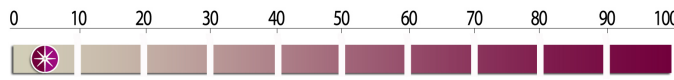


Candidate Percentile: 7

These individuals are persistent and determined in completing tasks even when faced with obstacles or if the work is not central to their interests; they may be thorough and can usually be relied upon once asked to do something.

3. Emotional Stability

These individuals tend to be nervous and to have difficulties in dealing with frustration; they may have trouble controlling their emotions and in coping with change, though this should not affect their work in more predictable environments. They may well be sensitive to the social and emotional aspects of their environment.

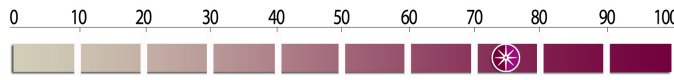


Candidate Percentile: 2

These individuals tend to be worry-free, handle change well, and act in a calm manner even when the environment might create a more emotional reaction in most people.

4. Sociability

These individuals tend to be 'loners'. They can work with few social contacts and may work better in jobs with very little outside intervention.

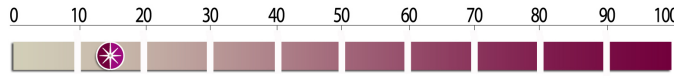


Candidate Percentile: 74

These individuals like to be around other people and to work with others. They find it easy to make new acquaintances, and get along with others socially.

5. Cautiousness

These individuals tend to act on the spur of the moment; they can be impulsive and enjoy taking chances; they might be able to take decisions quickly.

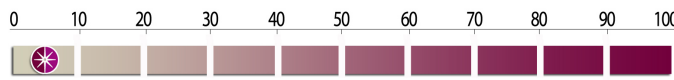


Candidate Percentile: 11

These individuals consider matters carefully before deciding or acting and tend to avoid taking chances. They will tend to avoid risk but may miss opportunities.

6. Original Thinking

These individuals tend to handle simpler, down-to-earth, practical problems with ease and to stay within areas where they are knowledgeable.

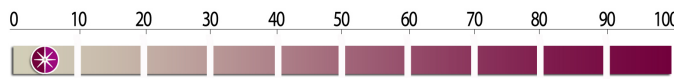


Candidate Percentile: 9

These individuals tend to be at ease working on complex problems; they are intellectually curious, and enjoy thought-provoking discussions about theoretical and imaginative issues.

7. Personal Relations

These individuals tend to have difficulties in trusting others and may check whether what someone says is actually true. They may be rather critical of others but might have trouble dealing with criticism.

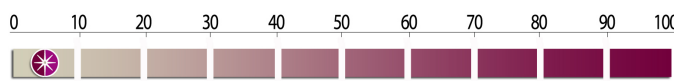


Candidate Percentile: 9

These individuals may have trust and faith in people and be understanding and open to other peoples' issues. They tend to be tolerant, patient, and accepting. Because of this, they may accept the truth of what people say without checking it and may avoid challenging them. However, they might be open to criticism.

8. Vigour

These individuals prefer environments without tight deadlines and sudden changes. They tend to appear less urgent and energetic and may seem to tire easily.



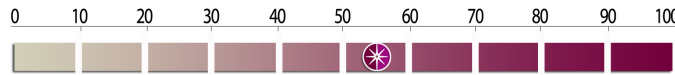
Candidate Percentile: 5

These individuals are dynamic and energetic; they like to work at a fast pace, and will rarely display tiredness.

INTERPERSONAL VALUES

9. Support

These individuals can often carry out tasks without the need for other people's encouragement, help and motivation.

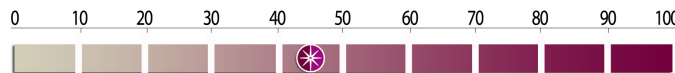


Candidate Percentile: 58

These individuals may require kindness, consideration, encouragement and understanding from others to do their best work.

10. Conformity

These individuals may not value social rules, standards and conventions.

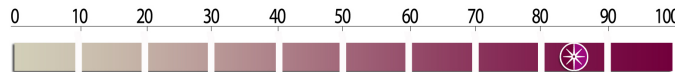


Candidate Percentile: 45

These individuals tend to value social rules, standards and conventions and to act on the basis of what is socially accepted and proper.

11. Recognition

These individuals may place little value on the praise, admiration, and esteem of other people and will continue to work if these are not offered. These individuals will tend to regard their own status as unimportant.

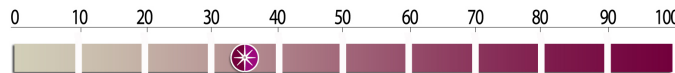


Candidate Percentile: 82

These individuals may value the praise, admiration, esteem and status offered to them by others and may be unsettled if it is not offered.

12. Independence

These individuals might accept rules and constraints on the way they work or act, and will tend to give personal independence a low priority. They may value guidance and advice from others.

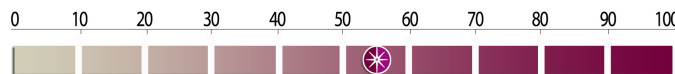


Candidate Percentile: 33

These individuals tend to consider personal independence as important; they might look for ways to do what they want in their own way, making their own choices. They may sometimes discount guidance and advice from others.

13. Benevolence

These individuals will tend to give a low priority to other people's needs and issues and place little value on helping others or on charitable acts.

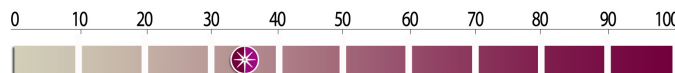


Candidate Percentile: 53

These individuals value generous behaviour, offering help and sharing things with others.

14. Power

These individuals will tend to be less concerned about leading people and having power over them; they may have little motivation to manage other people or to exercise authority over them.



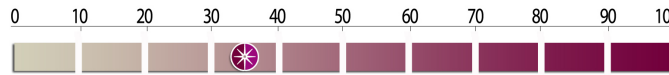
Candidate Percentile: 36

These individuals value positions and opportunities in which they can influence, manage and lead others; they might seek situations in which it is possible to establish or confirm their own power and leadership.

PERSONAL VALUES

15. Materialism

These individuals can often work without tangible or immediate outcomes and may place a low value on possessions, economic advantage and other practical outcomes.

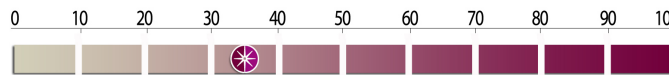


Candidate Percentile: 40

These individuals value possessions; immediate, practical or material results; and profits as motivators for and outcomes from their actions.

16. Achievement

These individuals may be motivated by other factors than achieving stretching targets; they will tend not to seek challenging tasks or work.

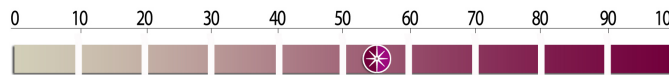


Candidate Percentile: 38

These individuals value accomplishment. They enjoy challenging work, particularly of the type that allows personal initiative and in which individual effort can pay off.

17. Variety

These individuals value routine and do not seek too much diversity in a job.

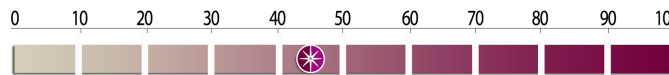


Candidate Percentile: 59

These individuals may prefer to be confronted with new, different and risky situations; they may not like work which is predictable and, they feel, monotonous.

18. Conviction

These individuals will tend to put a low priority on tasks and situations that demand important decision making and the need to defend their own views.

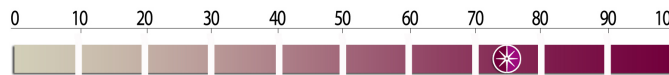


Candidate Percentile: 46

These individuals may value situations, opportunities and tasks which enable them to make important decisions and defend their opinions and convictions.

19. Orderliness

These individuals may place a lower priority on organisation and planning and might consider systematic and structured work environments as less motivating.

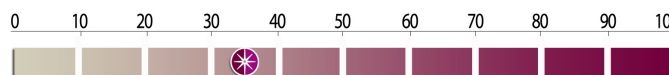


Candidate Percentile: 72

These individuals may value an organized and systematic work environment and prefer to work in a systematic and structured way.

20. Goal Orientation

These individuals will tend not to need defined goals and explicit objectives and they may appreciate working on several tasks at the same time.



Candidate Percentile : 39

These individuals may need a clearly defined goal and tend to be rather single task oriented.