

- **An online questionnaire measuring personality traits, interpersonal values and personal values within one instrument.**

SOSIE is a French word translating as "a perfect resemblance to another".

The Sosie personality questionnaire was developed from three existing questionnaires developed by Leonard V. Gordon, an eminent American psychologist. The tests are: the Gordon Personality Professional Inventory (GPPI), the Survey of Interpersonal Values (SIV) and Survey of Personal Values (SPV). Sosie is used by organisations for both **assessment** and **development** interventions.

Sosie is more than a simple personality measure. It identifies a person's **values system** to reliably predict their motivations, behaviour and adaptation to a role and/or organisational culture. Two people with the same personality traits may act differently according to their value systems. This can offer insight in to their likely "fit" to a job role or organisational culture. Values are deeply held concepts that drive an individual's decisions, preferences, beliefs and interests. A clash between personal and organisational values can often lead to disillusionment in a role or with an organisation.

Sosie was developed in 1991 and measures **twenty dimensions** which fall under **three areas**. This offers a richness of insight in to an individual's personality, motivators and their likely suitability to a job role or organisational culture. The three areas of measurement are:

- Personality Traits
 - Interpersonal Values
 - Personal Values
- } linked to personal motivators

The questionnaire is ipsative in nature and is administered online.

Practical Training

In order to use and interpret the Sosie, the following range of training options is available (as public and inhouse workshops):

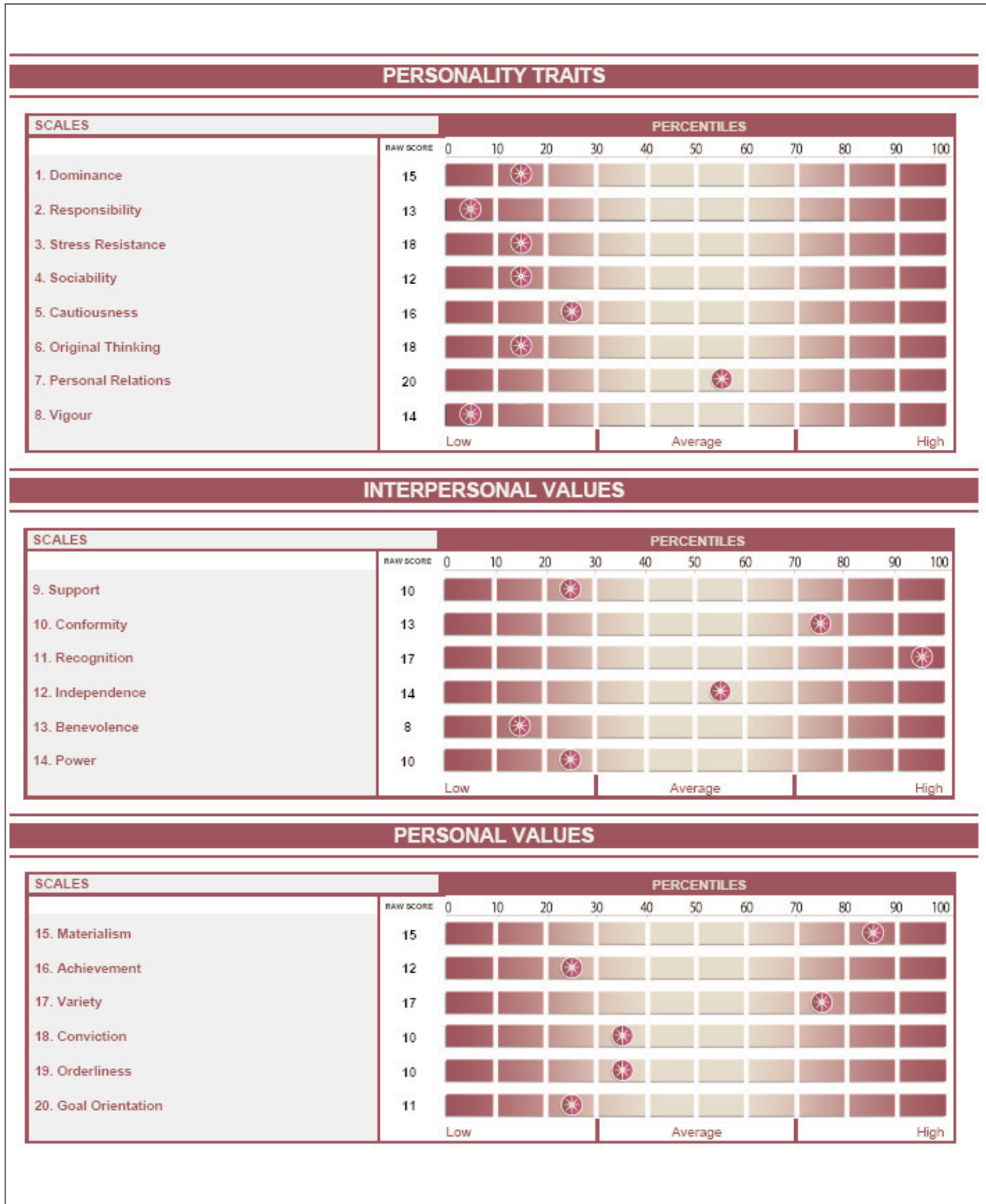
- **Conversion** workshop for practitioners already experienced in trait personality instruments.
- **Qualification** workshop for those unfamiliar with trait personality instruments.
- **Test User: Occupational Personality** (formerly Level B) in Sosie

Reports

A range of online reports is available including:

- **Profile report** for experienced users (see overleaf).
- **Competency report** linked to a number of commonly found competencies.
- **Bespoke reports** mapped to specific competencies required for a role.

Sample Sosie Profile Report



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