SOSIE 2nd Generation
Predict job performance and culture fit by assessing personality traits and values
SOSIE 2nd Generation

An online questionnaire measuring personality traits, interpersonal and personal values in one instrument

Pre-hire process | Approx. 30 minutes

SOSIE is a French word translating as “a perfect resemblance to another”. First developed in 1991, the latest edition, 2nd Generation, offers a global assessment that is used in both a recruitment and development context to offer a depth of insight into an individual’s personality and values.

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 into 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.

Zoom in on

- Measures 8 personality traits and 12 values in one questionnaire
- Personality traits map to the big 5 personality scales
- Can be used in both recruitment and development contexts
- Reliable, strong psychometric properties
- Over 25 years on the market
- Various report options: profile, candidate, interpretive and competency reports
- Tailored reports available
- Ipsative in nature
- Only 80 items/questions
- Accreditation is required to purchase profile and interpretive reports.
PERSONALITY TRAITS
Personality describes the relatively stable, characteristic ways in which people behave or approach situations:

- Dominance
- Responsibility
- Stress Resistance
- Sociability
- Cautiousness
- Original Thinking
- Personal Relations
- Vigour

INTERPERSONAL VALUES
Interpersonal values are what individuals value when interacting with others:

- Support (from others)
- Conformity
- Recognition
- Independence
- Benevolence (towards others)
- Power (control over or directing others)

PERSONAL VALUES
Personal values explore someone's motivations in terms of ways of working and professional activities:

- Materialism
- Achievement
- Variety
- Conviction
- Orderliness
- Goal Orientation

Uses:
Recruitment, coaching, career development, individual and team development.
Available online.

Training:
TalentLens UK offers the BPS Test User: Occupational Psychology (Level B) course.
Completion of this BPS Verified course provides an industry-standard qualification and enables the use of Pearson TalentLens' traits and values tool, SOSIE. It provides a comprehensive understanding of personality constructs and their use in occupational environments. A bespoke bureau/consultancy service is also available, for those not trained in SOSIE.

Note: Training is not required for access to the Competency (manager) Report.
**COMPETENCY REPORT: MANAGER**

**Report Content**
This report provides a variety of information based on the applicant’s responses:

- **Trait-Rating Summary:** A graphical summary showing the percentage of applicants who fell into each category for each competency.
- **Competency Summary:** A written narrative describing the candidate’s perceived competency, providing a valuable aid to decision making.
- **Suggested Interview Questions:** Questions to help explore the results and set the stage for action.

**Interpreting the Results**
- The results of this report should be considered alongside other assessment methods, such as CVs, interviews, and assessment exercises. The level and most important decisions are those that are based on a mix of methods.
- This report is designed to be used by the assessor and is not intended for the applicant.

**Competency Profile Summary**

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<thead>
<tr>
<th>Competency</th>
<th>Very Poor Fit</th>
<th>Poor Fit</th>
<th>Acceptable Fit</th>
<th>Good Fit</th>
<th>Very Good Fit</th>
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<td>Strategic Vision</td>
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<td>Entrepreneurial Spirit</td>
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<td>Flexibility to Change</td>
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<td>Personal Resources</td>
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**Norm Group:** Normed against the general working population. This group’s data is used to provide context and help interpret the results.