

# SOSIE 2nd Generation

## FAQs



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# SOSIE 2nd Generation Frequently Asked Questions

## What does SOSIE measure?

**SOSIE** is a French word translating as “a perfect resemblance to another”.

The SOSIE personality questionnaire was published in 1991 and integrates three existing questionnaires developed by Leonard V. Gordon, an eminent American psychologist. The three tests are the Gordon Personality Profile-Inventory (GPP-I), the Survey of Interpersonal Values (SIV) and Survey of Personal Values (SPV). SOSIE 2nd Generation was launched in 2011.

SOSIE is more than a simple personality measure. It also identifies a person’s **values system**, which can help 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.

SOSIE is widely used in many countries.

## How Is SOSIE Used?

SOSIE is used both in recruitment and development contexts. It offers insight into an individual’s likely fit to a job role and organisational culture. In development interventions, it can offer a depth of self-awareness and an understanding of areas for development.

SOSIE is often used alongside tests that measure cognitive (reasoning) abilities to offer

greater insight into two key areas that impact performance in a job.

## What Are the SOSIE Scales?

The questionnaire measures levels of eight 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.

Six interpersonal values to identify what individuals value when interacting with others:

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

Six personal values that explore someone’s motivations in terms of ways of working and professional activities:

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

## How Does SOSIE Map to the Big 5 Personality Factors?

The eight personality traits in SOSIE all show significant correlations with one or more of the Big 5 personality factors (OCEAN). Further information can be found in the manual.

## What Is the Test Format?

The Personality section is a forced choice and quasi-ipsative measure.

The Values are forced choice and ipsative. The respondent has to select scale items as most and least like them. Thus scale item scores are inter-dependent, such that a score on one scale item is related to the score on another. This results in a ranking of interpersonal and personal values.

## How Is the Test Administered?

Tests are administered online and can be completed remotely without supervision.

## What Languages Are Available?

At launch, the SOSIE questionnaire and **profile reports** are available in the following languages:

- US and U.K. English
- French
- Dutch
- German
- Brazilian Portuguese.

The interpretive and job specific/competency reports are only available in French.

## Is There a Paper Version?

SOSIE is not routinely available in paper format but check with your local customer service team if a paper or CD Rom version is available.

## How Many Questions Does SOSIE Contain?

SOSIE has 80 questions.

## How Long Does SOSIE Take to Complete?

SOSIE is completed untimed and generally takes in the region of 25 -30 minutes to complete.

## How Many Norm Reference Groups Are There?

French norms	Additional norms
• French Manager/ Commerciaux	• International Managers (N = 6,558)
• Sales	• Morocco (N = 540)
• Customer Service	• Dutch (NL) Manager
• Ressources Humaines/ Human Resource	
• General Total Population	

## Can I Use My Own Custom (bespoke) Organisational Norm?

Yes, it may be possible for us to build a local norm for a fee. Please contact your local customer service team for further information.

## Are There Any Training Requirements?

Training is required to interpret the profile and interpretive reports. No training is required to purchase the manager, sales or customer service competency reports.

## Can a Test-Taker Fake Their Responses?

The forced-choice, ipsative nature of SOSIE means that it is very hard to “fake” responses.

Like nearly all personality and values questionnaires, SOSIE is a self-report tool, and there is always the possibility that an individual is unaware of how they behave or their value preferences.

## Can SOSIE Be Completed on a Mobile Phone or Tablet?

We recommend that SOSIE be completed on a desktop or laptop computer with a dependable internet connection.

## Can SOSIE Be Linked from the Pearson Test Platform for Administration via an API/ATS?

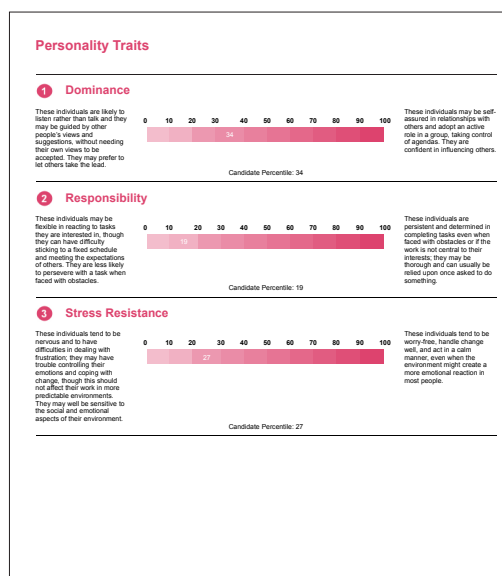
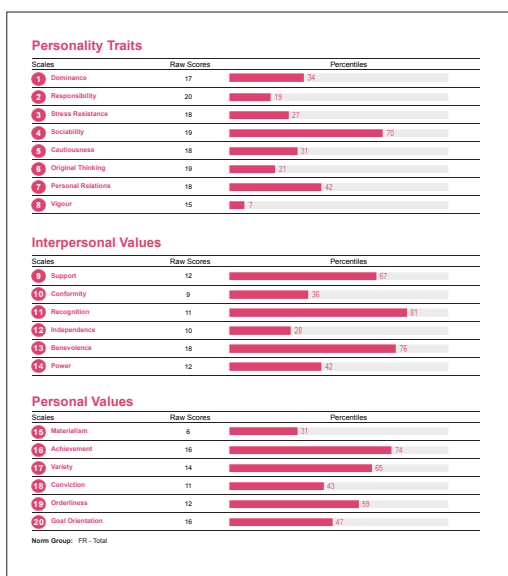
Yes. Contact Customer Support for more information.

## What Report Formats Are Available?

A number of reports are available:

### Profile Report (available in a number of languages)

These reports show all the SOSIE scales and can only be sold to users who have completed SOSIE training. The scales are presented as Percentile and Raw Scores. In some countries/languages, the scores are also presented as STEN scores. Scores are always in relation to a norm reference group - a large group of individuals who have completed the test before. In addition, the descriptor for each scale is also presented with interpretation for scores at either end of each scale.



## Candidate Feedback Report

Designed for the person who completed the test. It makes no reference to scores but describes their trait and value preferences and their likely behaviours and motivators based on how they completed the questionnaire compared to the reference group.

## Interpretation and Feedback Report

This report provides a detailed interpretation of the SOSIE assessment. Its information will underpin coaching and development sessions, recruitment decisions and career guidance. It is written for trained SOSIE users. The report is built around eight important competencies:

- Self-Organisation
- Emotional Adjustment
- Influence
- Adaptability
- Sociability and Communication
- Decision Making and Autonomy
- Innovation
- Teamwork

There is also a ninth area: Motivational Factor. This describes the sort of organisational environment in which the individual will likely feel most at ease and perform at their best.

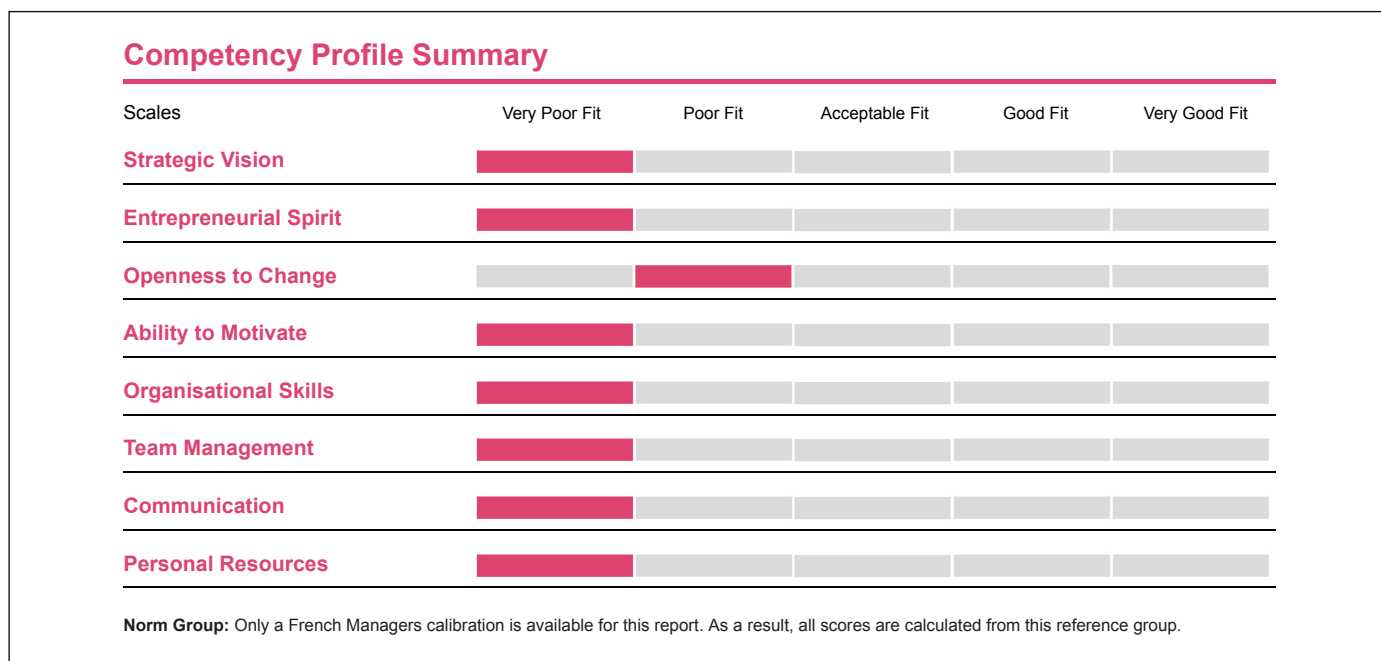
### Competency Report – off the shelf

These are designed for non-qualified SOSIE users to show the likely fit of a test taker (based on their responses) to competencies required for the following job roles: sales, manager & customer service.

These reports are only scored against the norm for that role.

In addition, the reports contain interview questions to aid the line manager carrying out interviews. These role specific reports are in French only, but new languages will be available in 2019. Please check with your local TalentLens office.

The image below shows a SOSIE competency report for Sales roles showing the likely fit to eight competencies.



### Competency Report - tailored

Our consulting team is able to provide a paid-for service to map specific job competencies to SOSIE to show the likely fit.

### Is It Possible to Take the Questionnaire in One Language and Receive the Report in a Different One?

It is possible to take the questionnaire in one language and receive the profile report in another one. At present the other reports are only available in French.

For more information or to order, please visit [TalentLens.co.uk](http://TalentLens.co.uk) or contact your local TalentLens' representative

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