SOSIE™ 2nd Generation

Profile Report

Name: Gérard Heloise

Organisation: Pearson Sample Corporation

Date: 21-01-2019

This report is confidential and intended for the consultant.

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About SOSIE 2nd Generation

SOSIE is a personality assessment that measures personality traits together with personal and interpersonal values.

The combined measurement of personality and values makes it possible to understand an individual's potential, not only their strengths, but also the values and priorities that motivate them to act.

How to read and interpret this report

The SOSIE profile for Gérard is based on responses given during the assessment, which this individual completed in 00:00:00 minutes.

The score obtained is transformed into percentiles using the International Manager norm sample.

The percentile score indicates the percentage of individuals in the norm sample who scored the same or lower than Gérard (for example, a score at the 34th percentile means that 34% of the International Manager sample have scores that are lower or the same as Gérard. A score of 66% would be higher).

The results are then grouped into three categories for interpretation: low (<= 30th percentile), medium (31st to 70th percentile), and high (>= 71st percentile).

The information in this report allows the formulation of hypotheses with reference to the individual's general behaviour, to be confirmed or not confirmed during a feedback interview.

This report is intended exclusively for professionals who are trained to interpret SOSIE profiles. It is to be given neither to the test-taker, nor to the individual's manager.

Personality Traits

Scales	Raw Scores	Percentiles
1 Dominance	12	9
2 Responsibility	15	4
3 Stress Resistance	12	3
4 Sociability	17	50
5 Cautiousness	20	57
6 Original Thinking	16	7
7 Personal Relations	11	5
8 Vigour	17	14

Interpersonal Values

Scales	Raw Scores	Percentiles
9 Support	8	22
10 Conformity	10	58
11 Recognition	10	58
12 Independence	18	85
13 Benevolence	13	48
14 Power	13	49

Personal Values

Scales	Raw Scores	Percentiles
15 Materialism	14	86
16 Achievement	13	34
17 Variety	15	73
18 Conviction	9	33
19 Orderliness	10	38
20 Goal Orientation	14	49

Norm Group: International Manager

Personality Traits

① Dominance

These individuals are likely to listen rather than talk and they may be guided by other people's views and suggestions, without needing their own views to be accepted. They may prefer to let others take the lead.

0	10	20	30	40	50	60	70	80	90	100

9

Candidate Percentile: 9
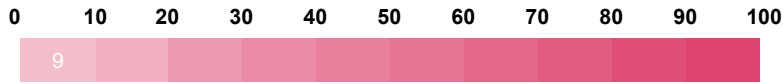
These individuals may be self-assured in relationships with others and adopt an active role in a group, taking control of agendas. They are confident in influencing others.

② Responsibility

These individuals may be flexible in reacting to tasks they are interested in, though they can have difficulty sticking to a fixed schedule and meeting the expectations of others. They are less likely to persevere with a task when faced with obstacles.

| 0	10	20	30	40	50	60	70	80	90	100

4

Candidate Percentile: 4
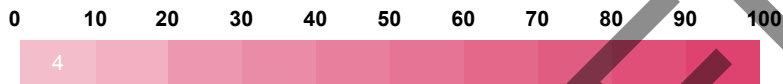
These individuals are persistent and determined in completing tasks even when faced with obstacles or if the work is not central to their interests; they may be thorough and can usually be relied upon once asked to do something.

③ Stress Resistance

These individuals tend to be nervous and to have difficulties in dealing with frustration; they may have trouble controlling their emotions and 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.

| 0	10	20	30	40	50	60	70	80	90	100

3

Candidate Percentile: 3
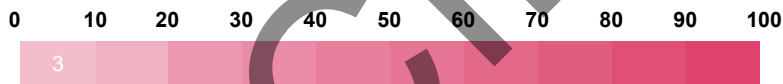
These individuals tend to be worry-free, handle change well, and act in a calm manner, even when the environment might create a more emotional reaction in most people.

Personality Traits

4 Sociability

These individuals are comfortable working alone or with little social contact for extended periods of time; they tend to favour working alone and though they may find it difficult to work continuously in groups, they may be comfortable interacting with a select few.

0	10	20	30	40	50	60	70	80	90	100

50

Candidate Percentile: 50
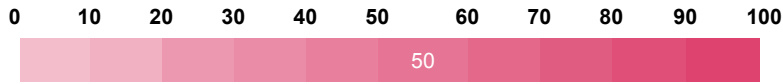
These individuals like to be around other people and work with others. They find it easy to make new acquaintances, and get along with others socially.

5 Cautiousness

These individuals tend to act on the spur of the moment; they can be impulsive, thrill-seeking, and enjoy taking chances. They may be able to make decisions quickly, but may sometimes fail to fully consider the implications of their actions.

| 0	10	20	30	40	50	60	70	80	90	100

57

Candidate Percentile: 57
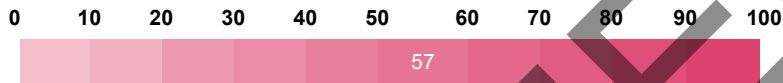
These individuals consider matters carefully before deciding or acting and tend to avoid taking chances. They are inclined to avoid risk, but may miss opportunities that would result from prompt decision making or taking a chance.

6 Original Thinking

These individuals feel at ease when working on practical, down-to-earth problems and staying within areas where they are knowledgeable. They may be reluctant to tackle problems requiring original thought or acquiring new knowledge.

| 0	10	20	30	40	50	60	70	80	90	100

7

Candidate Percentile: 7
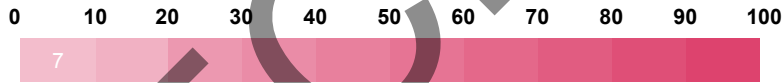
These individuals tend to be at ease working on complex problems; they are intellectually curious, and enjoy thought-provoking discussions about theoretical and imaginative issues. They may be less inclined towards dealing with practical matters.

Personality Traits

7 Personal Relations

These individuals tend to be questioning and may not readily place trust or confidence in others. They may be critical of shortcomings in others, but find it difficult to take criticism themselves. These individuals are likely to be alert to potential deception and are comfortable with challenging others.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

5
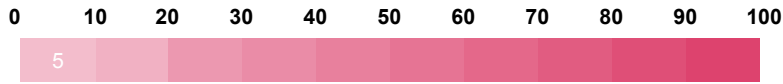
These individuals may readily place their trust and faith in others and be understanding and open to other peoples' issues and feedback. They tend to be tolerant, patient, and accepting. Because of this, they may accept things at face value and be insufficiently critical or challenging.

Candidate Percentile: 5

8 Vigour

These individuals prefer a slower pace and are likely to appear less urgent and energetic. They may be at ease in more relaxed environments without tight deadlines.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

14
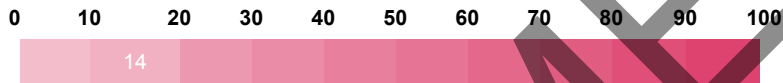
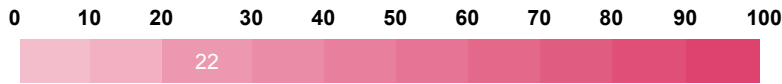These individuals are dynamic and energetic; they like to work at a fast pace, and will rarely display tiredness.

Candidate Percentile: 14

Interpersonal Values

⑨ Support

These individuals do not necessarily value help, motivation, or encouragement from others.

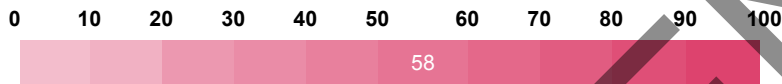| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

22

Candidate Percentile: 22

These individuals will probably be motivated by receiving kindness, consideration, encouragement, and understanding towards them from others.

⑩ Conformity

These individuals do not necessarily value conforming to social rules, standards, and conventions.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

58

Candidate Percentile: 58

These individuals tend to value social rules, standards, and conventions. They are likely to be motivated by situations requiring them to conform to 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 tend to regard their own status as unimportant.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

58
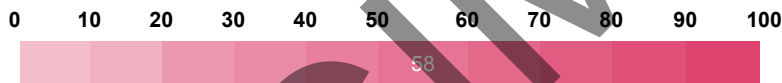
Candidate Percentile: 58

These individuals are likely to place importance on the praise and admiration of others. They may value being noticed and having esteem and status offered to them by others.

⑫ Independence

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

85
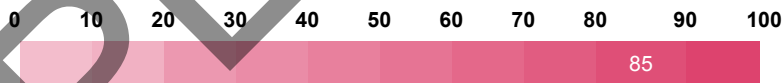
Candidate Percentile: 85

These individuals consider personal independence important; they might look for ways to do what they want in their own way, making their own choices. They may want to be free from following rules and the direction of others.

Interpersonal Values

⓭ Benevolence

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

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

48
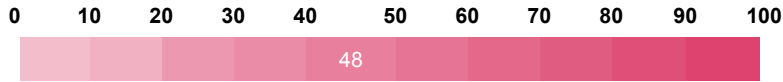
These individuals value generous behaviour, offering help and sharing things with others.

Candidate Percentile: 48

⓮ Power

These individuals 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.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

49
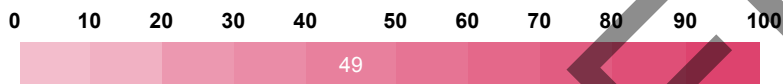
These individuals value positions and opportunities in which they can influence, manage, and lead others; they might seek situations in which it is possible to establish or confirm their own power and leadership.
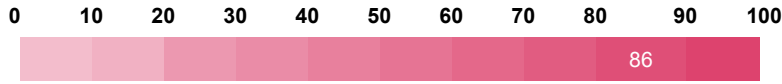
Candidate Percentile: 49

SPECIMEN

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.

| 0	10	20	30	40	50	60	70	80	90	100

86

Candidate Percentile: 86

These individuals are likely to place a high value on material possessions and may prefer doing things that are practical, immediately useful, and economically advantageous.

⑯ Achievement

These individuals may be motivated in tasks or work by factors other than challenge, importance, or high standards.

| 0	10	20	30	40	50	60	70	80	90	100

34
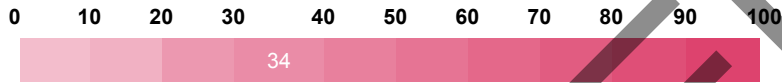
Candidate Percentile: 34

These individuals are likely to 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 may be less likely to value new or different experiences or situations.

| 0	10	20	30	40	50	60	70	80	90	100

73
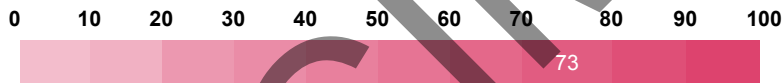
Candidate Percentile: 73

These individuals are likely to value the opportunity for new experiences and to be confronted with new, different, and even risky situations. They are likely to be motivated by work that is not going to become routine and predictable.

⑱ Conviction

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

| 0	10	20	30	40	50	60	70	80	90	100

33
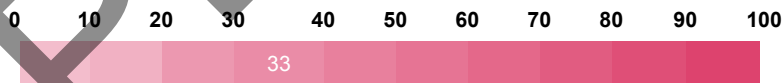
Candidate Percentile: 33

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

Personal Values

⑲ Orderliness

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

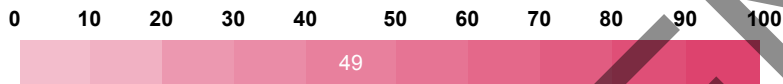| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

38
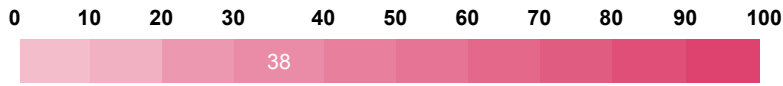
Candidate Percentile: 38

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

⑳ Goal Orientation

These individuals have little preference for working on tasks with strictly defined goals and explicit objectives.

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |

49

Candidate Percentile: 49

These individuals are likely to be motivated by tasks that have specific and clearly defined goals and objectives.

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