



# SOSIE 2nd Generation

Predict job performance and culture fit  
by assessing personality traits and values

A decorative graphic in the bottom right corner consisting of a cluster of overlapping circles in various shades of pink, magenta, and red, with a larger light blue circle in the center containing the text.

**MORE INSIGHT  
MORE IMPACT™**

# 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.

# Reports

## PROFILE REPORT:

### Personality Traits

Scales	Raw Scores	Percentiles
1 Dominance	17	34
2 Responsibility	20	19
3 Stress Resistance	18	27
4 Sociability	19	70
5 Cautionness	18	31
6 Original Thinking	19	21
7 Personal Relations	18	42
8 Vigour	15	7

### Interpersonal Values

Scales	Raw Scores	Percentiles
9 Support	12	67
10 Conformity	9	36
11 Recognition	11	81
12 Independence	10	28
13 Benevolence	18	76
14 Power	12	42

### Personal Values

Scales	Raw Scores	Percentiles
15 Materialism	6	31
16 Achievement	16	74
17 Variety	14	65
18 Conviction	11	43
19 Orderliness	12	59
20 Goal Orientation	16	47

Norm Group: FR - Total

### 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.

Candidate Percentile: 34

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.

Candidate Percentile: 19

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 frustrations; 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.

Candidate Percentile: 27

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.

## COMPETENCY REPORT: MANAGER

### Report Content

This report provides a variety of information based on the applicant's responses:

- Firstly, a graphical summary is presented showing the applicant's likely "fit" to the competencies assessed.
- Then, a section is devoted to each competency, providing:
  - a thorough description of the competency,
  - a rating on a five point scale ranging from 'Very Poor Fit' to 'Very Good Fit' based on the applicant's personality and value scores, as measured by the SOSIE questionnaire,
  - a written narrative describing the candidate's personality and values profile in relation to the competency,
  - Suggested Interview Questions to help explore the results and to pin point potential areas for discussion. Questions are based on the personality characteristics and values that are important for performance on a competency.

### Interpreting the results

The SOSIE Sales Report offers an interpretation of a person's match to a competency based on their personality and values on an easy to understand scale, providing a valuable aid to decision making. However, it is important to remember that no method of assessment is perfectly reliable and these results should be treated as hypotheses to be subject to further exploration at interview. The results of this report should be considered alongside other assessment methods such as CVs, interviews and assessment exercises. The best and most informed decisions are those that are based on as much applicant information as possible.

This report is designed to be used by the assessor and is not intended for the applicant.

### Competency Profile Summary

Scales	Very Poor Fit	Poor Fit	Acceptable Fit	Good Fit	Very Good Fit
Strategic Vision	[Progress bar]				
Entrepreneurial Spirit	[Progress bar]				
Openness to Change	[Progress bar]				
Ability to Motivate	[Progress bar]				
Organisational Skills	[Progress bar]				
Team Management	[Progress bar]				
Communication	[Progress bar]				
Personal Resources	[Progress bar]				

Norm Group: Only a French Managers calibration is available for this report. As a result, all scores are calculated from this reference group.