

# 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:**

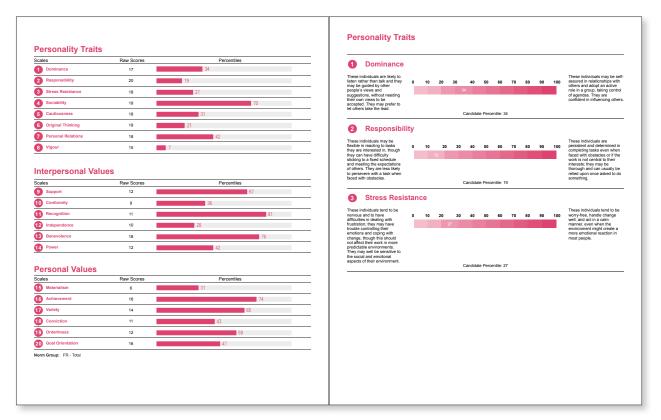
TalentLens UK offers the BPS Test User: Occupational Psychology (Level B) course.

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.

# Reports

## **PROFILE REPORT:**



## **COMPETENCY REPORT: MANAGER**

