

# SOSIE™ 2nd Generation



SOSIE 2nd Generation answers fundamental questions raised by any selection process, development, guidance or coaching.

Two people with the same personality traits may act differently according to their value systems. And a clash between personal and job or organizational values often lead to disillusionment in the role or with the organization, decrease in job satisfaction, disengagement and turn-over.

On the contrary, alignment between the person and the organizational values is a booster in terms of job performance, learning and development, job satisfaction and loyalty.

To our knowledge SOSIE is the only reliable assessment to identify a person's personality AND values system to reliably predict motivations, behaviour and adaptation to a role and/or organizational culture.

SOSIE assesses 8 Personality traits to look at someone's ways of being professionally

- Dominance
- Responsibility

Technical Information
<a href="#">Candidate Report Sample (FR)</a>
<a href="#">Customer Service Report Sample (FR)</a>
<a href="#">Interpretation and Feedback Guide Report Sample (FR)</a>
<a href="#">Manager Report Sample (FR)</a>
<a href="#">Profile Report Sample (DE)</a>
<a href="#">Profile Report Sample (FR)</a>
<a href="#">Profile Report Sample (NL)</a>
<a href="#">Profile Report Sample (UK)</a>
<a href="#">Profile Report Sample (PT-BR)</a>
<a href="#">Sales Report Sample (FR)</a>
<a href="#">Technical Manual (English)</a>
<a href="#">Technical Manual (French)</a>
<a href="#">FAQs (French)</a>
<a href="#">FAQs (English)</a>

Quick Facts	
Primary Use	Selection and Development
Assessment Type	Personality, Soft-Skills
Job Level	Individual Contributors; Professionals, Leaders, and Executives
Job Type	All

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

Number of Items	80
Estimated Time	25 minutes (untimed)
Administration Format	Proctored or unproctored

SOSIE assesses 6 Interpersonal values to identify what drives someone in terms of interactions with others

- Support
- Conformity
- Recognition
- Independence
- Benevolence
- Power

SOSIE assesses 6 Personal values to explore someone's drivers in terms of ways of working and professional activities

- Materialism
- Achievement
- Variety
- Conviction
- Orderliness
- Goal orientation

Valid and reliable SOSIE enables you to get results quickly, and the quasi-ipsative question format makes it difficult for candidates to fake responses. The questionnaire consists of 80 items, all tied to work life. It takes 25 to 30 minutes to complete online.

Multiple reports are available with SOSIE:

- Profile Report
- Candidate Report
- Sales Report
- Manager Report

Bespoke reports are also available on request.

SOSIE has been adapted in several languages through an extensive cross-cultural adaptation procedure (Australian English, Brazilian-Portuguese, Danish, Dutch, French, German, Indian English, Norwegian, Swedish, UK English, US English). Many different norms (local /international, industrial, etc.) are available to suit the customer use.

SOSIE's psychometric properties are very good, with a consistent factor structure across countries.