

# SOSIE™ – A Traits & Values Instrument



## Zoom in on:

- Personality traits
- Interpersonal and personal values
- Indicator of fit to job/role
- Likely fit to an organisation and its culture
- Understanding of “self”

Measure personality traits and values in one questionnaire.

All Job Levels | Untimed

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 organizational culture. SOSIE™ is more than a simple personality measure; it also identifies a person’s values system to reliably predict their motivations, behaviour and adaptation to a role and/or organizational culture. SOSIE is also used extensively in development to help individuals understand themselves better and how their traits and values may differ from others’. Profile and Interpretive reports are available.

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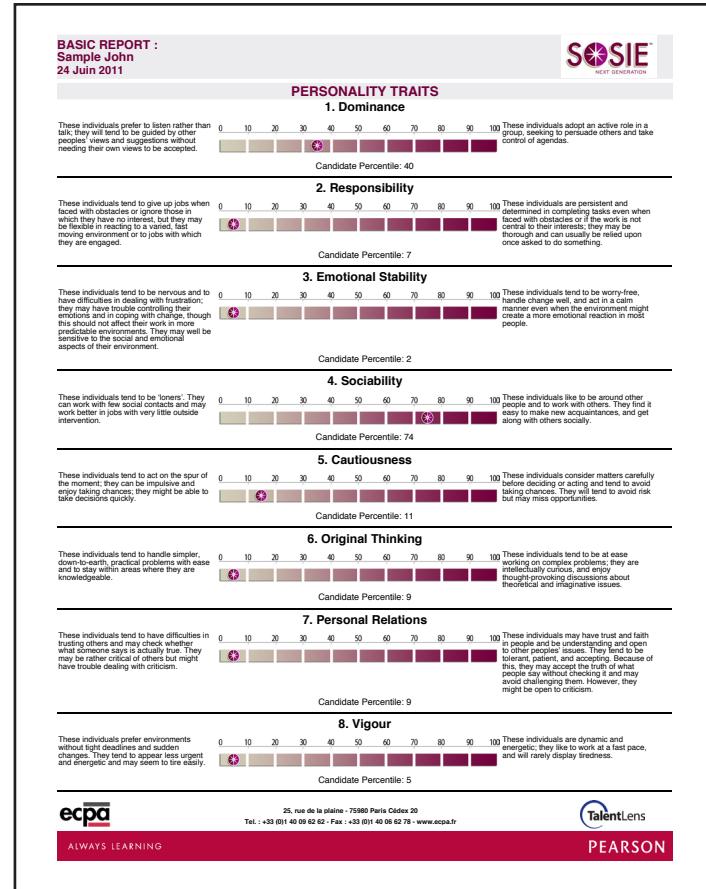
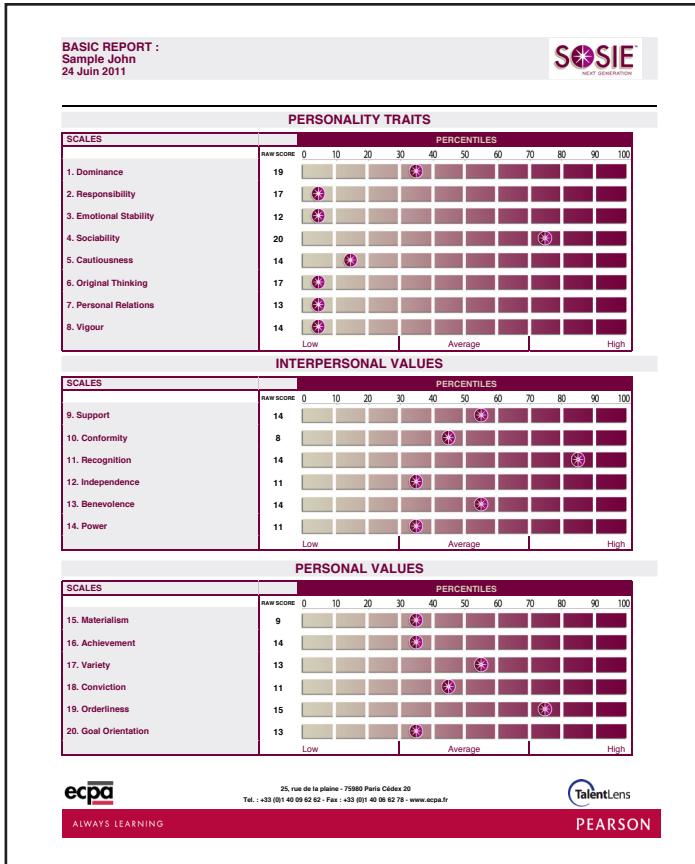
Uses: Selection, development, career consulting, coaching

Norms available: UK, US, Australia, India, France, Netherlands, Singapore (in 2014-Q1)

## Values Impact Performance

Values are deeply held concepts that drive an individual’s decisions, preferences, beliefs and interests. A clash between personal and organizational values can often lead to disillusionment in a role and poor performance.

## Score Overview Page



+65.6319.9222 | Talentlens.com

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