

SOSIE 2nd Generation

Predict job performance and cultural fit by assessing personality traits and values for recruitments in the Aerospace Industry

An online questionnaire measuring personality traits, interpersonal and personal values in one instrument

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.

At a glance:

- Assess both personality and values in a single questionnaire
- Measures 8 personality traits and 12 values
- Personality traits map to the big 5 personality scales
- Supervised and unsupervised
- 30 minutes
- Used in both recruitment and development contexts
- Reliable, strong psychometric properties
- Over 25 years on the market
- Full range of reports to suit the customer needs
- Ipsative in nature
- Only 80 items/questions
- Accreditation is required to purchase profile and interpretive reports.



SOSIE 2nd Generation

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.



“SOSIE brings to light personal characteristics which impact behaviour.”

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SOSIE 2nd Generation

PROFILE REPORT

PERSONALITY TRAITS

SCALES		STEN SCORE									
	RAW SCORE	1	2	3	4	5	6	7	8	9	10
1. Dominance	15				*						
2. Responsibility	13	*									
3. Stress Resistance	18				*						
4. Sociability	12			*							
5. Cautiousness	16				*						
6. Original Thinking	18			*							
7. Personal Relations	20						*				
8. Vigour	14		*								

INTERPERSONAL VALUES

SCALES		STEN SCORE									
	RAW SCORE	1	2	3	4	5	6	7	8	9	10
9. Support	10				*						
10. Conformity	11						*				
11. Recognition	17								*		
12. Independence	14							*			
13. Benevolence	9				*						
14. Power	11					*					

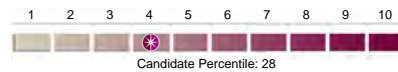
PERSONAL VALUES

SCALES		STEN SCORE									
	RAW SCORE	1	2	3	4	5	6	7	8	9	10
15. Materialism	15								*		
16. Achievement	12				*						
17. Variety	17										
18. Conviction	10										*
19. Orderliness	10										*
20. Goal Orientation	11				*						

INTERPERSONAL VALUES

9. Support

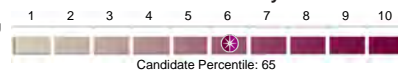
Does not necessarily value help, motivation or encouragement from others.



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

10. Conformity

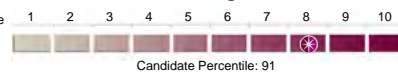
Does not necessarily value conforming to social rules, standards and conventions.



Tends 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

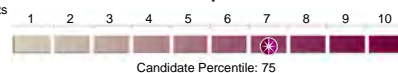
May place little value on the praise, admiration, and esteem of other people and will continue to work if these are not offered. These individuals will tend to regard their own status as unimportant.



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

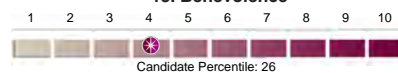
Might accept team rules and constraints imposed by others on the way they work or act, and will tend to give personal independence a low priority. They may value guidance and advice from others.



Considers personal independence as 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.

13. Benevolence

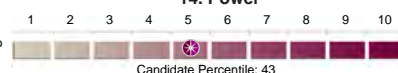
Tends to give a low priority to other people's needs and issues and place little value on helping others or on charitable acts.



Values generous behaviour, offering help and sharing things with others.

14. Power

Tends 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.



Values 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.

SOSIE 2nd Generation

INTERPRETATION AND FEEDBACK GUIDE

► INTERPRETATION AND FEEDBACK GUIDE :

► Alice Keane
08/Jan/2019

Norm sample : UK Overall 2 (N=1175)



This report provides a detailed interpretation of the **SOSIE** assessment. Its information will underpin coaching and development interviews, recruitment decisions and career guidance. It is written for trained users; non-trained colleagues and test-takers may misinterpret this detailed and sensitive information. The report offers a comprehensive approach to the interpretation of the multilayered SOSIE results and thus, facilitates the preparation and conduct of any feedback interview.

The Interpretation and Feedback Guide combines detailed information about the personality and values of the individual. It therefore provides an in depth perspective on fundamental questions raised in a number of evaluation contexts. For example, what are the strengths and areas for further development of the person's behaviour at work? What impact will they have on different professional domains and in terms of personal development? What kind of organisational environment will enable this person to realise his or her full potential and to maximise their contribution?

The report is built around eight well known competencies which are important for a variety of jobs. In addition, the SOSIE Interpretation and Feedback Guide examines what kind of organisational environment will provide the most motivation for the individual. The report includes the following sections:

- | | | |
|------------------------------|--|--|
| 1. Self-Organisation; | 4. Emotional Adjustment; | 7. Influence; |
| 2. Adaptability; | 5. Sociability and Communication; | 8. Decision Making and Autonomy; |
| 3. Innovation; | 6. Teamwork; | 9. Motivational Factor: Favourable Environment. |

► Each section provides:

- a definition
- the individual's scores on each of the basic SOSIE dimensions which contribute to the analysis
- narrative interpretations of these results, based on whether the individual scored low, medium or high on the relevant dimensions, and how these scores interact
- suggested questions for further investigation

The purpose of this document is not only to confirm the person's test results during the interview, but also to better understand them. The information provided by the test and by any interview is complementary and needs to be integrated in the feedback process, in a dynamic and interactive way.

Caution: The profile should be treated with special care if the scores on Dominance, Responsibility, Stress Resistance, and Vigour are at the extreme low level (Sten = 2). There is a possibility that specific events or circumstances have affected the person's responses, which should be investigated further.

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INTERPRETATION AND FEEDBACK GUIDE

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► ADAPTABILITY

The Adaptability competency describes how flexible an individual will be when presented with different situations, people, environments and ways of working. It suggests how far someone is open and able to work productively at times of personal, professional and organisational change. It also suggests how far they question or seek to improve and adapt their own working methods.

DIMENSIONS			STENS									
	RAW SCORE	STENS	1	2	3	4	5	6	7	8	9	10
6. Original Thinking	17	3										
7. Personal Relations	24	7										
17. Variety	0	2										
19. Orderliness	16	7										
20. Goal Orientation	20	8										

Alice's score suggests a potential need to work to clear, precise and established objectives. Frequent changes in goals and policy or ill-defined objectives may make people with such scores feel ill-at-ease. Alice will tend to approach problems or tasks one at a time, and could have difficulties managing several objectives in parallel; because of this some opportunities may be missed or put to one side. This profile links to a reported preference for organised environments with set procedures, methods and rules. Alice will tend to develop a systematic approach to work and may have difficulties adapting to and working well in an unstructured environment. These scores are combined with a lack of interest in novelty, change and variety, or what may be seen as adventurous or dangerous. Alice will probably prefer routine tasks that are easy to grasp and become familiar with, and where it is possible to set absolute quality standards. Alice's behaviour could seem rather predictable and inflexible.

Alice seems to need a lot of guidance and direction and such people are not likely to question their own work methods or the restrictions they work under, and will prefer an orderly, goal-oriented environment.

Alice seems to have little interest in creative debates and discussions about new ideas and may be uninterested or uncomfortable when addressing complex problems and new ways of looking at things. Such people are often pragmatic, preferring not to complicate things and tend to focus on practical action. Alice will tend to use tried-and-tested approaches, getting things done but sometimes missing improvements to systems, new ideas and trends or genuinely creative ideas. Alice establishes positive relationships with colleagues, accepts criticism without taking it personally and works to build trust and mutual interest.

Great tolerance within good relationships coupled with a very pragmatic approach to problem-solving and discussion suggest Alice works best on practical projects involving teams, though the profile indicates that this person may miss ideas for improving how the work can be accomplished.

Suggested Questions

- Tell me about a time when your objectives were changed urgently. How did it make you feel? How did you react to this change?
- How do you set about your work when you are not given clear instructions?
- Do you ever think of ways of changing or improving the way you do your work? Give me an example.

- Can you remember ever missing an opportunity because you got too immersed in getting things done? Explain what happened.
- How do you evaluate viewpoints and arguments?
- Who do you trust at work? Why do you trust these particular people?