

SOSIE 2nd Generation Manager Competency Report

Assess the fit of individual competencies to those required for managerial success.



MORE INSIGHT
MORE IMPACT™

“SOSIE” is a French word that translates to “a perfect resemblance to another”. Originally developed in Europe over 30 years ago, the SOSIE is an online assessment questionnaire measuring personality traits and both interpersonal and personal values in one single instrument.

Measuring the How AND Why of Behaviour

Personality measures **how** we do something (e.g. a tendency to focus on big picture vs focus on detail), and our preferred ways of behaving.

Values measure **why** we do something (e.g. enjoying striving to master a difficult problem). Our values are what **motivate** us and encourage us to behave in a certain way.

The SOSIE Manager Report has been designed to help in the process of hiring and developing managers and supervisors across all industry sectors by measuring **both** personality traits as well as values. This report presents an individual's fit to eight competencies that have been identified, through careful research, as important for success in most managerial and supervisory roles. An individual's responses to this questionnaire determine the level of fit related to these eight personality and value traits. The level of fit—shown in the SOSIE Manager Report—allows individuals to be compared against a large sample group of managers. Those with desired levels may be more likely to perform better in the role and report more job satisfaction than those with a lower fit.

Features and Benefits of the SOSIE:

- **Interview questions** provided to further explore results
- **User-friendly**, with **no formal training** required to administer and interpret reports
- Results presented in **clear business language**, including a simple table illustrating level of fit across **eight widely-observed managerial competencies**
- **Cost-effective** through **volume discounting**
- **Fair, consistent and objective** way to compare level of fit between individuals
- **Well-researched** and validated instrument
- Available in **several languages**

When used in conjunction with other assessment tools and methods such as resumes and interviews, the SOSIE Manager Competency Report is designed to offer valuable insight that can contribute to decisions in several wider areas:

- Recruitment
- Internal promotions and succession planning
- Personal development and coaching
- Career guidance and interventions

SOSIE Manager Competency Report

The Competencies, Measured

SOSIE's Manager Competency Report assesses eight key competencies related to personality and values that have been identified as important for success in managerial positions. A number of methods used to identify these traits include thorough market research, an analysis of the scores/profiles of over 1,000 managers completing the SOSIE, as well as input from a panel of experts were used to identify these competencies.

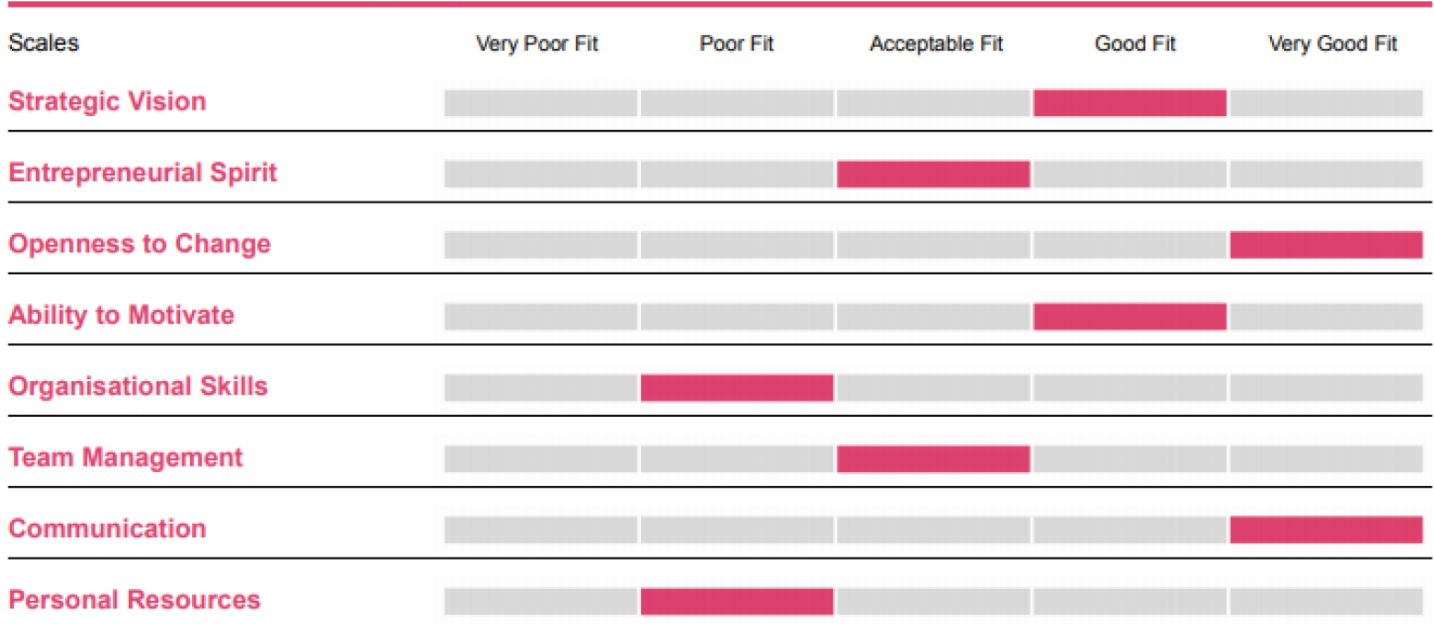
For a full description of each competency, please see ["SOSIE Manager Report Competencies—accompaniment to product brochure"](#).

Report Content

The report provides a variety of information based on the individual's responses. In addition to the graphical summary of fit to the competencies assessed (shown below), further sections are devoted to each competency, providing:

- a thorough description of the competency
- a written narrative describing the candidate's personality and values profile in relation to the competency
- suggested interview questions to assist in exploring the results and in highlighting potential areas for discussion. Suggested questions are based on the personality characteristics relevant to the competency. (Narrative and questions are dynamic, tailored based on your candidate's score—varying according to the level of fit).

Competency Profile Summary



See all the insight offered by the comprehensive assessment in the *SOSIE Manager Sample Report*.

SOSIE is the only reliable assessment to identify a person's personality AND values system to reliably predict motivations, behavior and adaptation to a role, team and organizational culture.

Learn more about the SOSIE now!

Contact a TalentLens Assessment Consultant in your area!

TalentLens.com | 888-298-6227