Pearson
Talent Solutions

BEHAVIORAL & PERSONALITY ASSESSMENTS

SOSIE™



Understand what drives behavior and predict performance with confidence

Hiring and development decisions are stronger when you understand not just how people behave, but why. SOSIE™ helps you assess both personality traits and underlying values so you can predict performance, motivation, and cultural fit with greater confidence.

By combining traits and values in a single assessment, SOSIE™ delivers a more complete picture of how individuals are likely to think, act, and adapt in real-world work environments.

SOSIE™ Benefits

- **Measures personality and values** together for deeper insight into behavior
- **Predicts performance and cultural fit** by understanding what drives decisions
- **Reveals motivation and engagement factors** to support retention and development
- **Supports both hiring and development** across roles and levels
- **Backed by decades of research** with strong psychometric reliability
- **Flexible delivery** for supervised and unsupervised use

Our SOSIE™ assessment measures the following:

Personality Traits

Describe consistent ways individuals behave and approach situations:

1. **Dominance**
   Takes initiative and is comfortable leading and influencing others
2. **Responsibility**
   Demonstrates reliability, accountability, and commitment to tasks
3. **Stress Resistance**
   Maintains performance and composure under pressure
4. **Sociability**
   Engages with others easily and builds connections
5. **Cautiousness**
   Approaches decisions carefully and considers risks
6. **Original Thinking**
   Generates new ideas and approaches problems creatively
7. **Personal Relations**
   Builds trust and maintains positive working relationships
8. **Vigour**
   Brings energy, drive, and persistence to tasks

Interpersonal Values

Reflect what individuals value when interacting with others:

1. **Support**
   Values encouragement, understanding, and collaboration
2. **Conformity**
   Prefers structure, rules, and established norms
3. **Recognition**
   Seeks appreciation, status, and acknowledgment
4. **Independence**
   Values autonomy and freedom in decision-making
5. **Benevolence**
   Prioritizes helping others and contributing to group well-being
6. **Power**
   Motivated by influence, leadership, and control

Personal Values

Reveal motivations related to work and professional environments:

1. **Materialism**
   Values tangible rewards and financial outcomes
2. **Achievement**
   Driven by success, accomplishment, and results
3. **Variety**
   Seeks new experiences and change
4. **Conviction**
   Guided by personal beliefs and strong principles
5. **Orderliness**
   Prefers structure, organization, and clarity
6. **Goal Orientation**
   Focused on setting and achieving clear objectives

Together, these traits and values provide a comprehensive view of how individuals behave, what motivates them, and how they are likely to perform and thrive within an organization.



Languages

English
French
Dutch
Portuguese
Brazilian Portuguese
German
Spanish
Italian
Danish
Norwegian
Swedish

Norms

SOSIE™ is provided with working adults, managers, and role-based sample norms. For Global hiring, an international manager norm is available.



As one of the most widely used personality inventory measures, SOSIE™ 2nd Generation provides valuable insights into the personality, values, or motivations of the individual.

Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent assessment, talent development, and talent verification solutions. With global reach and expertise in AI and learning sciences, Pearson enables organizations to identify strengths today and develop the talent they need for what's next.

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