Pearson
Talent Solutions



TRAINING (FOR ADMINISTRATORS)

# SOSIE Qualification Training

## Unlock deeper insights into personality, values, and workplace fit

Successful talent decisions depend on understanding more than what people do. They depend on understanding what drives them, how they interact with others, and the environments in which they are most likely to thrive.

The **SOSIE Qualification Training** equips professionals with the knowledge and practical skills needed to administer, interpret, and provide feedback using SOSIE, Pearson's personality and values assessment. By measuring personality traits alongside interpersonal and personal values, SOSIE provides a deeper understanding of workplace behavior, motivation, and organizational fit, helping practitioners support more informed recruitment and development decisions.

### Training Benefits

- **Gain professional qualification** to purchase, administer, and interpret SOSIE assessments.
- **Learn how personality traits and values work together** to influence workplace behavior and motivation.
- **Build confidence** in delivering meaningful feedback and development conversations.
- **Apply assessment insights** across recruitment, coaching, and development.
- **Develop expertise** through a blend of instructor-led learning, practical exercises, and profile interpretation activities.
- **Reduce reliance on external consultants** by developing in-house assessment capabilities.

TALENT PLANNING > TALENT SOURCING > TALENT DEVELOPMENT

## SOSIE Qualification Training covers:

1. **Introduction to SOSIE**
   Explore the theory, structure, and practical applications of SOSIE.
2. **Personality and Values Scales**
   Develop an understanding of SOSIE's personality traits, interpersonal values, and personal values, and how they influence workplace behavior.
3. **Reliability and Validity**
   Learn the psychometric foundations of SOSIE that support accurate, consistent, and meaningful assessment results.
4. **Interpretation and Feedback**
   Build skills for interpreting SOSIE profiles and delivering professional, development-focused feedback.
5. **Ethical Administration**
   Explore best practices for responsible assessment administration.
6. **Practical Application and Feedback Reporting**
   Gain hands-on experience administering SOSIE, providing feedback to participants, and preparing feedback reports that support talent decisions and development planning.



## Take the next step

Pearson helps enterprises build future-ready workforces through integrated talent planning, talent sourcing, and talent development 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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