Pearson
Talent Solutions

TRAINING (FOR ADMINISTRATORS)

SOSIE Training: Conversion



Expand your personality assessment expertise with SOSIE

When it comes to finding the right candidate for your team, understanding personality is only part of the picture. To make better talent decisions, organizations also need insight into the values that drive behavior, motivation, and workplace fit.

The **SOSIE Training: Conversion** enables professionals already qualified in trait-based personality assessment to quickly build expertise in SOSIE, Pearson's personality and values tool. By combining personality traits with interpersonal and personal values, SOSIE provides a more complete view of how individuals are likely to perform, adapt, and thrive within an organization. This course helps experienced practitioners confidently apply SOSIE insights across recruitment, coaching, and development.

Training Benefits

- **Build on existing personality assessment qualifications** with focused SOSIE training.
- **Learn to assess both personality traits and values** within a single integrated framework.
- **Gain eligibility to purchase, administer, and interpret SOSIE assessments.**
- **Understand how values influence** motivation, workplace behavior, and organizational fit.
- **Apply SOSIE insights** to recruitment, coaching, and development.
- **Reduce reliance on external consultants**.

SOSIE Training: Conversion covers:

1 **Background and Foundations of SOSIE**
Explore the theory, development, and purpose of SOSIE and how it differs from traditional personality-only assessments.

2 **Personality Trait Scales**
Learn how the eight personality dimensions provide insight into characteristic workplace behaviors and preferences.

3 **Values Scales**
Understand the interpersonal and personal values that influence motivation, decision-making, and organizational fit.

4 **Interpretation and Profile Analysis**
Develop skills for interpreting SOSIE profiles and understanding the interaction between personality traits and values.

5 **Selection and Development Applications**
Learn how to apply SOSIE insights across recruitment, coaching, and development initiatives.

6 **Feedback and Practical Exercises**
Practice profile interpretation and feedback techniques using real-world examples and participant profile exploration.



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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