



FEEDBACK REPORT

Sam Sample

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This report is confidential and intended for the person assessed.

▶ Introduction

This report aims to help you to develop a greater level of self-awareness. Knowing your strengths, limitations and values can be a key aid to professional development and making those important career decisions. An individual's success in a particular role depends on their skills (knowledge, experience, "know how", etc.), but personality and values also play a pivotal role. SOSIE addresses both of these characteristics and this report describes your personality profile and the values that you consider to be most important to you.

Like all methods of assessment, it is not intended to be exhaustive and provide a perfectly accurate measurement, although SOSIE has been rigorously evaluated through research studies to establish the quality of the tool.

▶ SOSIE 2nd Generation

You answered two types of questions when you completed SOSIE. In the first part of the questionnaire, the descriptions you selected corresponded with a number of stable characteristics of your personality that potentially impact on your daily work.

In the second part, the choices that you made related to the values that are most important to you and represent areas that could be particularly key for you at work.

This report should help you to better understand yourself, enabling you to reflect on what drives and motivates you. It is based on the way that you answered the questionnaire, with your results being compared to a large sample of people that have also completed SOSIE.

It is important to note that there is no 'right' or 'wrong' personality or values profile, the results should be considered in the context of the job that you do, the company in which you work and your own career goals.

▶ **Your Personality Profile**

With little preference for seeking the limelight in groups of people, you seem to be more inclined to listen rather than talk. This may be a sign of a potential lack of confidence, or simply that you're generally more comfortable when the spotlight is not on you. Those with similar scores may sometimes have difficulty asserting themselves to put their viewpoints and ideas across in groups.

Whilst people with similar scores to you may be perseverant in completing tasks they find interesting, they may have difficulty sticking to work that they perceive as tedious or repetitive. If they're in a supervisory position, they'll be happy to delegate the more administrative tasks to others.

People with scores like yours may come across as sensitive, which is in some aspects an endearing quality. However, they may also appear nervous, anxious and could possibly overact to certain potentially demanding events. In stressful or frustrating situations, these people may struggle to keep up their spirits and could possibly be irritable.

Unlikely to be particularly extroverted, you seem to focus your interactions more on one-on-one situations or with small groups. You're probably less comfortable than most when it comes to interacting with large numbers of people and those that you don't know well.

You seem to be comfortable with embarking on a course of action or making a decision, while also taking a step back and giving some time to think things through. This is a balanced profile suggesting that you probably avoid taking unnecessary risks.

Being pragmatic, your scores suggest that you're not particularly attracted by intellectual discussions, debating ideas and working on complex problems. Instead, you could be more comfortable carrying out practical tasks, working on down-to-earth problems and staying within areas in which you're knowledgeable.

Your scores suggest that you may be tolerant and respectful of the opinions and ideas of the people you work with. However, this is a balanced profile, suggesting that you could be critical and comfortable with challenging others when needed.

Preferring to work calmly at your own pace, you probably don't like feeling rushed and prefer not to work in a hurry too often, perhaps being more comfortable with taking your time to complete tasks. It could well be the case that your work pace could vary depending on the circumstances.

▶ **Your Interpersonal Values**

Your results suggest that being praised and admired is important to you. You are probably motivated by having a prestigious status and by being respected by those around you. The danger for people with similar scores is that these characteristics may mean that they have an increased tendency to focus on situations where they'll be particularly valued, those which cast a positive light on them, regardless of the actual task or activity.

Freedom and independence at work seem to be important to you. You're likely to be motivated by working environments that provide you with the flexibility to carry out tasks and make decisions your own way. However, you may have difficulty accepting and supporting long-term constraints that are placed on you.

You seem to value complying with the rules and social norms of the environments you live or work in. You'll probably be comfortable in fairly conventional environments, where respect for hierarchy and social norms are promoted.

▶ **Your Personal Values**

Attracted to material goods, you value being practical and efficient in what you do. You seem to place importance on realising profits, yielding short-term and concrete results. You're probably more at ease and motivated by short term projects and those that produce financial rewards. This value of immediate and tangible outcomes could, in some cases, cause you to neglect more long term targets.

Placing importance on new and varied experiences, you are unlikely to be a creature of habit and could find routine work somewhat boring. Liking change, you probably adapt to unexpected situations with ease.