







# CAREER POTENTIAL®

“Career Potential®” measures the key criteria for dynamic career management.



## THE STRONG POINTS OF THIS TEST

- |  Secure internal mobility without costly casting errors
- |  Talents retained thanks to clear perspectives
- |  Reduced turnover through personalized journeys
- |  Hidden potentials revealed and effectively valued
- |  Secure succession plans with confidence
- |  Commitment reinforced by employee development



## BENEFITS

**Career Potential®** is the essential strategic tool for **HR managers**, **managers** and **consultants** who want to **secure internal mobility**, **identify high-potential talent** and **implement individualized development plans**. Thanks to its **scientifically validated** approach and predictive analyses, this test makes **HR decisions more reliable** while strengthening **talent retention** and **employee engagement**.

With a comprehensive assessment of **behavioral skills**, **emotional aptitudes**, **professional values** and **managerial soft skills**, you quickly identify the **levers of development** for each employee and align individual trajectories with the **strategic challenges of your organization**. You reduce **costs related to turnover**, anticipate **succession plans** and structure your **training plans** around high ROI skills.

Adopting **Potentiel Carrière®** means choosing a modern, **results-oriented assessment test**, designed to meet the current challenges of **HR management**, **talent retention**, **collective performance** and **managerial transformation**. It also means promoting a **culture of controlled mobility**, **empowering leadership** and **continuous development** to serve your competitiveness.



## PSYCHOMETRY

### Test construction:

Questionnaire type: Normative

Number of questions: +270

Completion time: 30 minutes

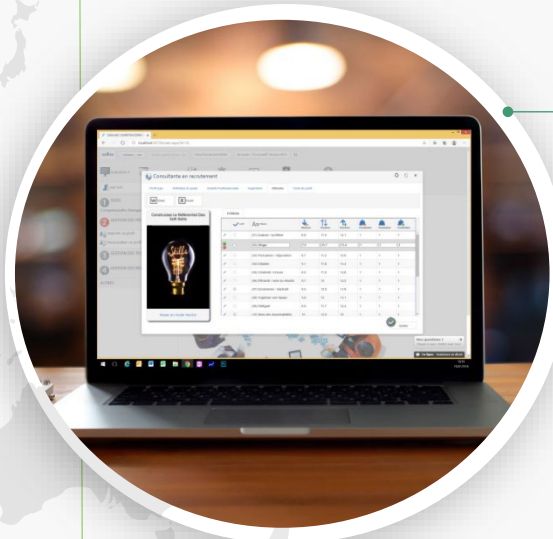
### Test validation:

Double external validation

Internal validation, consistency

Loyalty

Reliability



Test available in



600 job descriptions  
included



# CAREER POTENTIAL ®



## DIMENSIONS AND CRITERIA EVALUATED

### BEHAVIORAL

- **Entrepreneurship** and **business acumen** in conducting missions
- **Creativity** and **capacity for innovation** in a professional context
- **Agility** and **adaptation to** organizational change
- **Customer orientation** and demand for **quality of service**
- **Strategic vision and projection**
- **Performance culture** and achievement of **results**
- **Organization**, **rigor** and sense of **quality**
- **Complexity management** and **cognitive flexibility**
- **Controlled risk-taking** in taking initiative
- **Methodology** and **precision** in processes
- **Managing time** and **priorities** effectively
- **Critical thinking and discernment**
- **Continuous improvement** of professional practices
- **Anticipation** and **prospective capacity** to innovate
- **Dynamism** and **energy** in action
- **Responsiveness** and **proactivity** in the face of requests

### VALUES, MOTIVATION & SOCIAL

- **Sense of responsibility** in the commitments made
- **High-impact communication** to convince and mobilize
- **Team spirit** and cross-functional **collaboration**
- **Negotiation** and **argumentation** in a situation
- **Development of potential** and support for talents
- **Situational intelligence** in adaptation to contexts
- **Social intelligence** in human relations
- **Adherence to** the organization's values
- **Managing conflicts** constructively
- **Ability to learn** and **train** continuously
- **Influence** and ethical **persuasion power**
- **Environmental responsibility** in actions
- **Civic awareness** and societal involvement
- **Inclusion** and **cultural diversity** valued
- **Ability to motivate** and **inspire** others
- **Open-mindedness** and professional **curiosity**

### PERSONALITY & COMMUNICATION

- **Spirit of initiative** and natural responsibility
- **Diplomacy** and management of sensitive relationships
- **Discernment** in the judgments made
- **Ability to develop an** effective professional network
- **Perseverance** and **tenacity** in the face of obstacles
- **Media-based speaking** and ease with the media
- **Sense of public service** and ethics of action
- **Creation of synergies** between teams and partners
- **Integrity** and personal **ethics**
- **Confidentiality** in the processing of information
- **Good interpersonal skills** and good interpersonal skills
- **Strength of proposal** in a collective context
- **Objectivity** in the analysis of facts
- **Versatility** in managing various missions
- **Patience** and management of collective rhythm
- **Public speaking** with clarity and confidence
- **Strategic monitoring** to anticipate developments

### TECHNICAL SKILLS

- **Mastery of digital tools** and new technologies
- and **financial**
- **Project management** and use of **agile methods**
- **Data analysis** for informed **decision making**
- **Knowledge of sector regulations**

### EMOTIONAL AND RELATIONAL INTELLIGENCE

- **Daily commitment** and **involvement**
- **Availability** and **responsiveness** in collaboration
- **Active listening** and **empathy** in the relationship
- **Decision-making** and strategic **arbitration**
- **Self-control** and **stress management** in sensitive contexts
- **In-depth analysis** of situations and issues
- **Autonomy** and **initiative** in carrying out tasks
- **Leadership** and team **management**
- **Managerial courage** and ability to decide
- **Solving complex problems** methodically
- **Emotional intelligence** to adjust behaviors
- **Project management** and **project-based working**
- and professional **written communication**
- **Digital culture** and the search for targeted **information**
- **Conviction** and **determination** in action
- **Self-confidence** in taking positions

