

IT- DIGITAL POTENTIAL ®

“IT- Digital Potential ®” is a **recruitment test** designed to detect **IT experts** , developers, data scientists , digital project managers and cybersecurity specialists.



THE STRONG POINTS OF THIS TEST

- ✓ Reduction of IT recruitment errors
- 🎯 Effective targeting for quick filtering
- ⌚ Save valuable time in recruitment
- 📊 Accurate assessment of technical skills
- 🔍 Talents identified and integrated into teams
- ⚡ Accelerated and innovative digital transformation



BENEFITS

IT- Digital Potential® is the benchmark solution for **HR managers** , **tech recruiters** and **digital transformation managers** who want to **make the recruitment of technical profiles more reliable** , **become more responsive** in a shortage market and **align their talents with the challenges of digital innovation** . Thanks to a comprehensive, scientifically validated assessment approach, this test helps identify **the best IT profiles** , avoid **casting errors** and **build high-performing and scalable teams** .

The test thoroughly explores the **technical skills** , **essential soft skills** , **adaptability potential** and **learning agility** essential in constantly evolving technological environments. It is a key tool to transform your selection practices into a **strategic lever for HR performance** : **reducing recruitment costs** , **accelerating hiring times** , **improving employee engagement** and **promoting your tech employer brand** .

Adopting IT- Digital Potential ® means choosing a **technological HR solution** designed to meet the critical challenges of **recruiting in tech** : talent scarcity, profile volatility, complexity of required skills, and growing needs for **organizational agility** . It also means capitalizing on a reliable, rapid and structured assessment for your needs in **IT recruitment** , **digital internal mobility** , **tech skills assessment** , **agile project management** and **technology talent management** .



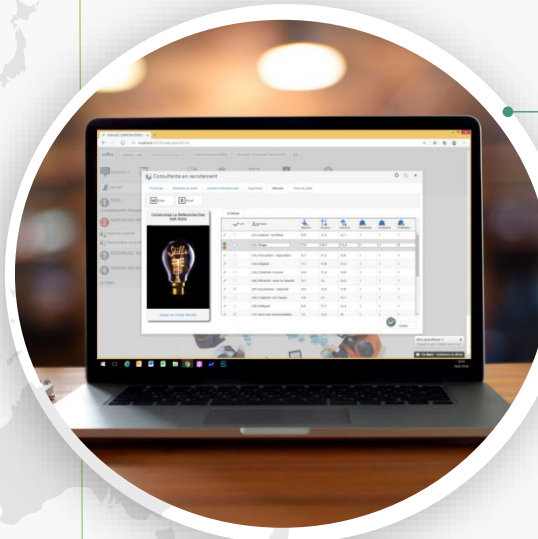
PSYCHOMETRY

Test construction:

Questionnaire type: Normative
Number of questions: +480
Completion time: 55 minutes

Test validation:

Double external validation
Internal validation, consistency
Loyalty
Reliability



Test available in



Job references
included



DIMENSIONS AND CRITERIA EVALUATED

PROFESSIONAL DIMENSION

- **Personal organization** and effective time management
- **Project management** in IT/Digital environments
- **resolution** of technical issues
- **Adaptability** to emerging tools and technologies
- **Technological monitoring** and continuous learning
- **Autonomy** in managing responsibilities
- **Strategic vision** and results orientation
- **Innovation** based on an analytical mind
- **Critical thinking** and structured decision making

PERSONAL DIMENSION

- **communication** with technical and non-technical teams
- **Teamwork** and agile collaboration
- **Active listening** and empathy towards users
- **Negotiation** and ability to influence technical choices
- **Conflict management** in complex projects
- **Constructive interpersonal relationships**
- **Customer service** and user orientation
- **Cross-functional collaboration** with other businesses

RELATIONAL DIMENSION

- **Reliability** and ethics in digital projects
- **initiative** and motivation to contribute
- **Creativity** and technological curiosity
- **Resilience** and stress management in a technical context
- **Self-confidence** in technical choices
- **Patience** and perseverance in the face of complexity
- **Quick learning** of new languages and tools
- **Flexibility** and openness to constant change

TECHNICAL DIMENSION

Knowledge and know-how of the profession

